

IN THIS ISSUE

	Page
The Arithmetic of Rates	625
Salaries and Conditions	627
National Executive Council	629
Christmas Greetings	634
Unemployment Insurance	637
Whitley Councils in the Local Government Service	639

Local Government Service

No. 24

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THE ARITHMETIC OF RATES

AN ANALYSIS OF LOCAL EXPENDITURE; GROWING VALUE
OF RATEABLE PROPERTY

By WILLIAM A. ROBSON, Ph.D., LL.M., B.Sc., Barrister at Law

statement, specially prepared by Dr. on, is issued by the National Association of Local Government Officers, in its endeavour to disseminate knowledge concerning the incidence of local rates, naturally a matter of interest to every householder.—ED.

MOST people regard rates as a levy imposed by the local authority on the house or other premises which they occupy. Whether the Local Authority is extravagant or economical depends, they think, on whether the amount in the pound which is demanded the assessable value of the premises is high or low. On this view elections have a fought and won, tempers lost, and blows exchanged. Yet the average, the amount in the £, is, as I attempt to show, one of the least significant features of the matter.

A Aggregate
Let us look first of all at rates in the aggregate. The amount collected from the whole body of ratepayers in England and Wales in the year ending March 31, 1932, was £148,000,000, levied on property whose assessable value was £325,000. The greater part of this was paid by the urban population, for less than 88 per cent. of the total amount was collected in London, the County Boroughs, Boroughs and Urban Districts, which contain 80 per cent. of the population. This left only 12 per cent. to be paid by the remaining 20 per cent. of the population living in the rural districts. The urban areas, it may be said, have a rateable value more than twice as great as that of the rural areas.

Rates have Fallen

The total amount collected in rates was £100,000 less in 1931-2 than in the preceding year, and £18,000,000 less than in 1928. As a matter of fact, the rates have been falling steadily during the past years, although there is an erroneous belief to the contrary. The decrease between 1928 and 1932 was in excess of 20 per cent. The following table gives figures:

For the year ending March 31, 1928, the receipts of Local Authorities from

rates were £166,679,000, and value upon which rates were leivable £258,879,000. The respective figures for 1929 were £166,466,000 and £267,639,000; for 1930, £156,312,000 and £284,937,000,

average amount collected per head of the estimated population, £4 4s. 10d., whereas in 1929 the figures were 12s. 5½d. and £4 4s. 4d., in 1930 11s. 6½d. and £3 18s. 11d., in 1931 11s. 7d. and £3 14s. 10d., and in 1932 11s. 11d. and £3 14s. 1d. These variations are also not evenly spread over the whole country. They are averages.

The actual poundage of the rates moves over a very wide range. The lower limit consisted last year of a parish in Nottinghamshire, where the inhabitants pay only 1s. 4d. in the £, and the upper limit of a parish in Glamorgan where the rate was fixed at 28s. 3d. in the £. In Roxby-cum-Risby, in Lincolnshire, the rate last year was 5s. in the £, as compared with 26s. in Abertillery. Despite these contrasts the range is narrower than it was a few years ago. Thus, in 1927-8 seven local authorities levied rates of 30s. in the £ or more; in 1928-9 three local authorities touched this figure. But for the last three years no municipality has levied a rate of 30s. or over. Moreover, there are only 18 urban authorities who demanded rates of 20s. or over in 1931-2, compared with 27 in the previous year, 36 in 1929-30, 64 in 1928-9, and 73 in 1927-8. Again, the number of authorities whose rates were 25s. or more has been reduced from 22 in 1927-8 to 2 in 1931-2.

Agricultural Rates

The great majority of rates are to be found within a fairly narrow compass. Thus, in 684 urban areas out of a total of 1,148 the rates lie between 10s. and 14s. in the £; and if we extend these limits by a further 2s. in both directions we shall find that in 1,018 urban areas the rates lay between 8s. and 16s. in the £. Similarly, in 438 rural districts out of a total of 643 the rates were between 8s. and 12s. It is clear from this that rates are on the average higher in the towns than in the country. The farmers have been relieved of the whole of their liability on agricultural land and agricultural buildings through the provisions of the Agricultural Rates Acts.

In 75 per cent. of all the rating areas

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£255,274,000*; for 1931, £149,000,000 and £257,429,000; and for 1932, £148,000,000 and £265,325,000.

One has to remember, of course, that changes in the incidence of rates are not uniformly spread throughout the country. Thus, although there was a net reduction of a million pounds in the past year, there was an estimated increase of £600,000 in London and £300,000 in the County Boroughs. This was offset by an estimated decrease of £1,900,000 in the rest of the country.

The average amount in the £ of rates collected, and the amount per head of the population, have also fallen in recent years.

In 1928 the average amount in the £ of rates collected was 12s. 10½d., and the

* These figures give the two half-years separately as "derating" occurred during the year.

of the country there was a decrease in the poundage rate in 1931-2 as compared with the preceding year. In 220 areas there was no change. An increase occurred in 233 places, which is only 13 per cent. of the total number. The areas in which decreases were recorded comprise 36 county boroughs, 25 metropolitan boroughs, 755 other boroughs and urban districts, and 514 rural districts, making a total of 1,330. The decreases run from less than 5 per cent. up to over 20 per cent. The largest average reduction occurred in the rural districts where the rates in the £ levied in 1931-2 showed an average decrease of 6.6 per cent. over the preceding year.

Appearance and Reality in Rating

It is, however, as I suggested at the outset, highly misleading to take the mere poundage rate as an indication whether a local authority is spending lightly or heavily. For example, in Kensington the rate is only 9s. 7d. in the £, compared with 16s. in Bermondsey. On the face of it Bermondsey is far more extravagant than Kensington. But if we look into the matter we find that the Royal Borough has a rateable value of £3,259,889, equal to £18 1s. per head of the local population, while the rateable value of Bermondsey is only £834,993, or £7 10s. per head. Furthermore, the average amount per head of the local population of rates collected in Kensington was £8 7s. last year, whereas in Bermondsey it was only £5 14s. Many other contrasts of a similar kind could be given. Finsbury, with a rate of 11s. 1d. in the £, was raising no less than £9 for each local inhabitant, whereas Poplar was collecting only £3 15s. for each Poplarian by means of a rate of 16s. 8d. in the £. The Brighton Borough Council, levying a mere 9s. 4d. in the £, was actually collecting more per head (£4 11s.) than the County Borough of Gateshead, whose rates were 16s. in the £, or St. Helens (16s. 3d.). West Ham, striking a rate of 17s. 6d. on a rateable value of £1,396,561, collected only £4 per head, while Eastbourne, with a rate of 7s. 6d. on a rateable value of £824,461, collected £5 5s. per head of the population.

Growing Value of Rateable Property

It will be seen from this that the controlling factor is rateable value in relation to the size of the local population: that is, rateable value per head. The district which is both densely populated and relatively poor, is compelled to strike a high rate on a low value, and is thus made to appear extravagant. The sparsely populated wealthy area—of which the City of London is the most striking instance—is able to strike a low rate on a large amount of assessable property per head and is thereby able to appear virtuous.

The assessable property on which rates can be levied itself varies in value. Each valuation in normal circumstances reveals an increase in the value of the property liable to assessment. In 1914 the value

upon which rates could be levied was £211,563,000. To-day it is in the neighbourhood of £265,325,000. This is a measure of the increasing wealth of the community in regard to certain important forms of property and is therefore a sign of progress which should be welcomed. It is a matter for congratulation that all through these difficult years of depression, the rateable value of assessable property has continued to show a regular increase. Thus it was 3.1 per cent. greater in April, 1931, than in April, 1930. It cannot be contended that the enhanced value is apparent rather than real, a mere fictitious increase invented by hungry municipalities anxious to screw the last drop out of their citizens, for the whole machinery of assessment and rating was enormously simplified and improved by the Rating and Valuation Act, 1925, introduced by Mr. Neville Chamberlain when he was Minister of Health in Mr. Baldwin's Government. The new central and local machinery set up as a result of these reforms has placed the business of assessment and valuation on a more scientific and fair basis than ever before.

Rates' Part in Municipal Finance

Let us now examine the place occupied by the rates in the economy of local government as a whole. The total sum expended by the 12,000 local authorities in England and Wales having separate financial transactions amounted to £532 millions in 1929-30 (the last year for which official returns are available). Of this sum, nearly £109 millions was on capital account, either by way of new expenditure or repayment of existing loans, leaving a total expenditure on revenue account of £423 millions. The capital expenditure of local authorities was met to the extent of £87 millions by loans, the balance being provided by Exchequer grants and sources of income other than the rates.

The current expenditure of £423 millions was derived from the following sources of revenue:—

	Approx. millions.
1. Rates	£156
2. Grants in compensation for loss of rates through Derating ..	£13
3. Other Exchequer grants, in- cluding sums received from the Road Fund	£94
4. Fees from schools, parks, etc., rents (from houses, etc.), and other receipts not being grants or rates	£47
5. Income from Trading services and Corporation Estates, such as water, gas and electricity supply, tramways and omnibus services, ferries, markets, ceme- teries, harbours, docks, piers, canals, etc.	£110
6. Other income	£8

Total (millions) £428

It can be seen from this that the rates account for only a fraction—a little more than a third—of the income of local

authorities. The £157 millions received from rates, the £110 millions derived from Exchequer grants, and the £156 millions collected from public utility undertakings, fees, rents and so forth, provided £420 millions of the £423 millions needed to maintain the structure of our municipal services in working order.

Looking at the matter another way, out of every £1 expended by the local authorities, on the average 7s. 5d. (37 per cent.) came from the rates, 7s. 2½d. (36 per cent.) was earned on their under- takings and property, and 5s. (25 per cent.) came from the central Exchequer out of money voted by Parliament.

Municipal Trading Services

The money derived from the rates is not spent evenly on all the different activities. The great group of so-called municipal trading services, comprising water supply, electricity and gas, trans- port undertakings such as tramways, omnibuses, light railways and ferries, harbours, docks, piers and canals, ceme- teries and markets are in the aggregate almost self-supporting. In some places, it is true, a subsidy from the rates may be required to help out a particular service; in others, on the contrary, a profit made from the public utilities will go to relieve the rates. But there is nothing much in it either way on balance.

When we turn to the social services, we find that some of them, such as education, receive a very large grant from national funds, whereas others, like the poor law, have to be supported almost entirely by the local community without substantial help from the central govern- ment. Hence, the proportion of each service paid for by the rates varies greatly.

Apportioning the Cost

I shall not go into the question of the proportion of the cost of each service borne by the local authority and the national Exchequer respectively. But it is worth noting that although there are about twenty-five groups of services undertaken by the local authori- ties, the lion's share of the rates is absorbed by half a dozen of the major functions. Thus in the year under review the following services accounted for no less than £148 millions of the total expenditure which had to be met out of the rates:—

Education (Elementary 29.2 millions, Higher 8.3 millions), £37.5 millions; Relief of the poor, £30 millions; Highways and bridges, £34.7 millions; Police and police stations, £10.4 millions; Mental hospitals and mental deficiency, £6.7 millions; Public Health, £29 millions.

This last-mentioned item included sewers and sewage disposal, the collection and disposal of house refuse, hospitals, sanatoria and dispensaries for tuber- culosis, venereal disease, diphtheria, smallpox and other diseases, the preven- tion of disease, maternity and child welfare, baths and wash-houses, parks, pleasure grounds and open spaces, and various other health services.

SALARIES AND CONDITIONS

DRAFT NATIONAL SCALES AND CONDITIONS OF SERVICE

By THE ORGANISING SECRETARY

THE National Executive Council on November 5, 1932, considered draft scales and conditions for the administrative, technical, professional, and clerical staffs, and directed that these be forwarded to the District Committee with a request for their observations at an early date. A sufficient number of copies has been sent to each District Committee secretary to enable him to supply one to each member.

The proposals on salaries comprise scales which, with the exception of that for the London area, are intended to be applied on a population basis. It is believed that standard scales on these lines are more likely to meet with acceptance by the district committees, branches, and the local authorities, than a single scale. However, the district committees now have an opportunity of submitting observations and it is hoped they will do so in the near future, so that the Association may be prepared in the event of an opportunity presenting itself for collective bargaining on salaries.

Scales and conditions for Institutional and nursing staffs are under consideration and will likewise be circulated in due course.

"Fair Wages Basis"

It will be remembered that the "May" Committee on National Expenditure, after comparing the general standard of remuneration in the Civil Service with the pay of some of the large groups with outside employment, concluded that it was not excessive, and they did not therefore feel justified in recommending any reduction on the ground that the average pay of the Civil Servant was unduly high compared with what may be termed a "fair wages basis."

The Memorandum submitted by the Association to the Local Government Economy Committee, which appeared in the November issue, makes it very clear that the standard of remuneration in the Local Government Service is far lower than that in the Civil Service and in comparable employment. If further evidence of this should be necessary, it is provided by advertisements in the local government press. The following are taken from a page in a recent issue of a prominent local government paper:

(a) *Greater London Area*.—Rating Cashier with experience in a similar position and possessing knowledge of Rating and Valuation routine duties; salary £156 p.a.

(b) *North Eastern Area*.—Inspector of Weights and Measures with Board of Trade Certificate, to act under direction of the Chief Inspector and assist in the administration of the Shops Act and any other Acts and Orders which may be assigned to the Department; £165 p.a. (less temporary economy deduction of £4 10s.).

(c) *South Western Area*.—Book-keeper with previous experience in Finance Department of a Local Authority; £130 p.a.

In none of these cases is there any scale of salary offering increases or indicating the maximum salary for the appointment.

Chief Officers and Deputies

Within the Service it is well recognised that under many local authorities the chief officers and deputies, who, by reason of increased responsibilities and duties, have merited increases in remuneration, have during recent years been expected patiently to wait for their reward. Moreover, practically all of them had to submit to economy deductions of a severe character—in general, the percentage deduction has been higher on these officers.

The following is taken from the report of a committee to an important local authority, which has been reviewing the rates of remuneration of the whole of its staff: "The case of the heads of departments and their deputies, most of whom fall into Grades A, B, and C of the

present scale," it says, "presents a difficulty owing to the economic situation now prevailing. Some have had no increase of salary for three or four years, although in the meantime, through the boundary extension, the taking over of poor law work and other matters, their duties and responsibilities have been heavily increased. Despite the difficulties of the times, the Salaries Committee are of opinion that, in fairness to those concerned, something should be done. They are further of opinion that, in the case of heads and deputies, the new grading should take the form of fixing a definite commencing salary and a definite maximum salary for each post, with regular increments between the two figures. They think, however, it will be advisable to leave the question over for a time, and at the moment to confine attention to the new grading as it affects those below the ranks of head and deputies."

Executive Control

It is believed that this opinion is entertained by a very large number of authorities. Alderman J. B. Morrel, J.P., a member of the York City Council and Lord Mayor in the year 1914-15, in his book, "Councillors at Work" (Municipal Journal, price 1s.), states: "The important thing is that the Council should employ as able men as it can reasonably afford, and then leave them to carry out the executive work, the committee exercising its control through reports, financial statements, and figures of one kind or another.

"The position of the main executive officers of local government has grown enormously in importance in recent years and is still growing. It is difficult to overestimate the importance of these officials in the good government of our cities; it is upon them that the chief burden of work falls and to them that the good government of our cities is largely due. It should not be forgotten that, in addition to carrying on the day-to-day executive work, the chief officials must be planning ahead and keeping abreast of the improvements that are taking place in civic life throughout the world. It is their duty to bring all matters of vital importance, like street improvements and extension of health facilities,

(Continued on page 643)



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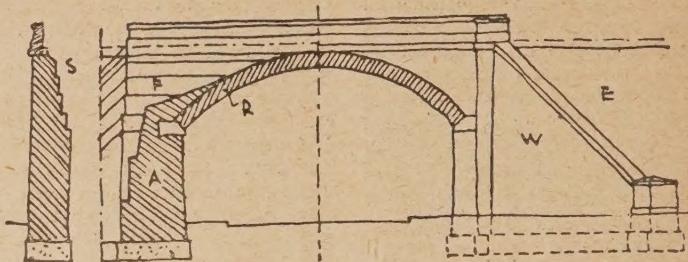


FIG. 70 TYPICAL MASONRY ARCH

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A great feature of the new course for the Testamur is the large number of diagrams supplied with the study papers. Some are free-hand drawings (like the one above); others are properly proportioned to a specified scale. Realising how much depends upon clear and accurate diagrams, no expense has been spared—all these sheets have been photo-printed by a "true-to-scale" process, giving a black line on white paper.

Specimen diagrams will gladly be supplied.

The Nalgo Correspondence Institute specialises on coaching for examinations taken by Local Government Officers and it is in an excellent position to provide courses at low fees (in addition to that for the Testamur) for students training to be Accountants, Rating and Valuation Officers, Secretaries, Sanitary Inspectors or Inspectors of Weights and Measures or Gas Meters, or for those wishing to take the examinations of N.A.L.G.O. or of the Poor Law Examinations Board.

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NATIONAL EXECUTIVE COUNCIL

A SUMMARY OF PROCEEDINGS AT THE NOVEMBER MEETING

MR. SAM LORD, the chairman of the National Executive Council, presided at the meeting held at headquarters, on Saturday, November 5, 2.30 p.m. There were also present: Messrs. A. G. M. Archibald, W. W. Armitage, G. Auger, J. T. Baker, H. Begg, A. G. Ilton, C. G. Brown, J. Chaston, G. W. ster, F. R. Finch, T. Freeman, J. E. Gee, Grainger, F. W. Greenhalgh, D. L. Griffiths, H. Harrold, A. M. Imrie, G. Llewellyn, E. Lloyd, F. Marsden, M. O. McAuliffe, Moss, A. D. Ogden, Sir Tom Percival, Messrs. A. Pinches, C. A. W. Roberts, J. W. ngleton, A. Webb, W. H. Whinnerah, J. W. ilkinson, F. J. Willett, Dr. A. Wotherspoon, rs. G. Franks, together with the General secretary, Mr. L. Hill.

It was reported that the President and General Secretary had attended the annual Conference of the Sanitary Inspectors' Association, held at Colwyn Bay, in September.

International Union

The Secretary for Great Britain of the International Union of Local Authorities, estimated that the Association, as an annual subscriber, was entitled to one representative on the Standing Committee for Great Britain, and to five representatives on the Full Committee. It was decided to appoint the General Secretary in the Standing Committee for Great Britain, and the President, two Vice-Presidents, Honorary Treasurer, and Honorary Solicitor for England, on the Full Committee.

EMERGENCY SUB-COMMITTEE

THE Emergency Sub-Committee of the Association reported to the N.E.C. on the action taken in connection with the present economy campaign. Communications to branches, the submission of memorandum to the Local Government and economy Committees, and interviews and

correspondence with the Minister of Health, had been effectual lines of approach. A report on the publicity that has been conducted through articles and correspondence in the press dealing with the importance of Local Government, and its value to the community, was received.

LAW AND PARLIAMENTARY

MRS. C. G. BROWN, the Chairman of the Committee, presented the report of the Law and Parliamentary Committee.

Salary Deductions and Superannuation

On the subject of legislation to protect officers' superannuation allowances from being adversely affected by salary deductions made on account of the national financial situation, it was reported that, with a view to securing the promotion by the Minister of Health of a Bill similar to that introduced by Sir Henry Jackson, M.P., earlier in the year, the Minister had been asked to receive a deputation from the Association. The reply was that the Minister's attitude towards the principle

of the Bill remained unchanged; that the legislative programme of the Government next Session was not a matter which he could himself decide, since it must be considered as a whole; but that, when the time came, he would not fail to submit to his colleagues the case for the introduction of a Government measure on the subject. In view of this, the Minister expressed the hope that the Association would not think it necessary for him to receive the proposed deputation. It was further reported that the Association's Parliamentary Agent had prepared a clean copy of Sir Henry Jackson's Bill, containing all the amendments which had been agreed on behalf of the Association with the

Ministry, and that the Parliamentary Agent and the Legal Secretary were to have an interview with Sir Henry to discuss steps which might be taken to secure the passage of the Bill.

Incorporation—Protective Clauses

At the previous meeting of the Committee it had been reported that the Privy Council had insisted that in all recent Incorporation Schemes the compensation provisions should be made to apply only to officers who have been employed for a period of not less than five years by the applying Council. Representations had been made by the Association to the Privy Council urging that the period should be one year instead of five. The Privy Council had agreed to the substitution, and expressed the view that the compensation clause to be inserted in such schemes would be improved by being made to follow more closely Section 123 of the Local Government Act, 1929. The Privy Council wrote: "I enclose a copy of the Clause, as amended by Their Lordships' direction, and I am directed to notify you that this Clause, as amended, will be inserted, unless unusual circumstances prevent, in all Draft Schemes under the Municipal Corporations Act, 1882, and amending Acts. It will, however, be understood that no alteration can be made in any of the Schemes which have been recently 'settled' by the Lords of the Council."

Since the previous meeting of the Committee, decisions had been given on two compensation appeals, resulting in the annual compensation allowances being increased by £232 and £43 10s. respectively.

Transferred Officers' Emoluments

Sir Tom Percival, having raised the question whether, having regard to the provisions of section 48(7) of the Rating and Valuation Act, 1925, a transferred officer under that Act was entitled to have increases of remuneration received by him since the date of his transfer reckoned as part of his emoluments for the purposes of the assessment of any superannuation allowance payable to him in accordance with the provisions of the Poor Law Officers' Superannuation Act, 1896, it was resolved that Counsel's opinion be obtained.

The Committee further reported details of a very large number of cases taken up at Headquarters, on behalf of individual members. Twenty-seven of these cases related to compensation for loss of office or emoluments; 57 were in respect of superannuation, 33 involved general legal questions, and 4 related to the conditions of service of transferred officers under the Local Government Act, 1929.

POOR LAW TRANSFERRED OFFICERS

THE report of the Poor Law Transferred Officers' Committee was submitted by the Chairman, Mr. G. W. Coster.

Superintendent Registrars

It was reported that correspondence had taken place between the Association and the Registrar-General on the question whether, if a Superintendent Registrar's district was divided by the operation of schemes under Section 24 of the Local Government Act, 1929, and it was, nevertheless, desired by all parties that that Superintendent Registrar should continue to serve all the new districts, he could serve them on the fee-earning basis, or whether it would be necessary for him to be appointed to all the new districts save one, with the result that he would have to hold all save one on the salaried basis. The Registrar-General stated that he had been advised that in such a case the Superintendent Registrar could only continue on the fee basis in one of the new districts, and that in the other districts to which he was appointed the appointments would have to be salaried ones.

One of the cases reported by the Committee was that of an officer transferred to the London County Council under the Local Government Act, 1929, who, on account of ill-health, had claimed superannuation. In assessing the superannuation, the Council did not take into account his period of service in the army during the Great War, as they took the view that whilst he was on war service he was not an officer of a local authority.

Evidence collected on the officer's behalf was forwarded to the Minister of Health, and at the same time the Association, on behalf of the officer, submitted an appeal to the Minister under Article 2(6) of the London County (Transferred Poor-Law Officers) Superannuation Scheme, 1930, asking the Minister to determine that for the purpose of the assessment of the officer's superannuation his war service should be taken into account. The Minister decided the appeal in the officer's favour, holding that the effect of section 3 of the Local Government (Emergency Provisions) Act, 1916, was to make such war service superannuable, subject to the payment by the officer of the superannuation contributions which he should have made during that service.

Safeguards of Officers

The Committee reported at length upon the steps taken to safeguard the interests of a number of individual transferred officers. These cases included questions involving the superannuation rights of servants transferred to the Liverpool Corporation under the Local Government Act, 1929; the position of transferred officers who, although they had been employed continuously for many years by the Board of Guardians from whom they were transferred under the Act of 1929, had never had any superannuation contributions deducted from their wages and emoluments under the Poor-Law Officers' Superannuation Act, 1896; the annual holiday rights of transferred officers; and other points.

SERVICE CONDITIONS AND ORGANISATION

M R. J. W. WILKINSON, Chairman, submitted the proceedings of the Service Conditions and Organisation Committee held on October 14. The Committee deferred further consideration of the Conference reference on salaries and grading schemes to the next meeting. The Committee had considered revised draft scales of salaries and conditions of service for the administrative, technical, professional and clerical staffs prepared by the Organising Secretary after consultation with the Divisional Organising Secretaries. The scales were built up in five sections and intended to be applied on a population basis. Instructions were given for these to be forwarded to the district committees for their observations. Arising out of a meeting of representatives of the Association and the Electrical Power Engineers' Association, a statement had been agreed dealing with dual membership and conditions of service. On consideration of a resolution of the Metropolitan District Committee asking the Association to take steps immediately to establish national machinery to deal with

rates of remuneration and service conditions, it was decided to inform the Committee that the Association had continuously endeavoured to secure the establishment of national machinery to deal with rates of remuneration and service conditions.

Whitley Councils in the Service

The Committee had received a deputation from the Standing Conference of Joint Councils, whose object was to enlist the full resources of the Association in an intensive propaganda campaign. The National Executive Council was recommended to appoint a Special Sub-Committee to consider and report on measures necessary to intensify the propaganda in regard to Whitleyism, in order to create the atmosphere requisite to enable a complete system of Whitley Councils to be formed for the Local Government Service.

Questions relating to a proposal to convene a conference of representatives of local authorities and staffs in the extra Metropolitan area with a view to the

establishment of a Provincial Council for the outer ring were referred to the same Sub-Committee.

A circular is to be addressed to branches suggesting that in considering applications for membership from persons who previously may have been members of another similar protective organisation, it may be desirable to make inquiries whether such membership had been terminated, and, if so, whether the obligations of membership had been fulfilled.

It was agreed to ask Mrs. M. A. Woodman, East Ham, to become the representative of the Association on the London and National Society of Women's Service in place of Miss N. Brocklehurst (resigned), the latter to be thanked for her services. Twenty applications for retired membership were acceded to, and approval was given to the new or revised rules of ten branches.

A joint meeting of representatives of N.A.L.G.O. and the National Association of Administrators of Local Government Establishments had, the Committee stated, been held, discussions having taken place with a view to establishing a closer relationship between the two organisations. The matter would be further considered at a later date.

EDUCATION

THE CHAIRMAN, Mr. J. Chaston, submitted the report of the Education Committee.

It appeared from the report that 22 applications for exemption from the Preliminary and 2 from the Intermediate N.A.L.G.O. Examinations had been granted. Classes for these Examinations had been commenced at Constantine Technical College, Middlesbrough and arrangements were being discussed for similar courses in Durham and Sunderland. It was further reported that the Nalgo Preliminary Examination had been recognised by the Incorporated Secretaries' Association, the Corporation of Accountants, and the London Association of Accountants.

A report was considered on the Summer Schools for 1932, and permission was given for arrangements to be made for the organisation of a School for England and Wales at University College, Oxford, from July 15 to 22, 1933, and for a similar School at St. Andrew's University for Scottish students. It was agreed to forward an expression of the thanks of the Education Committee to the Cambridge Borough and County Branches for their assistance in connection with the Summer School held this year at Selwyn College.

University Diploma Courses

On the subject of Diplomas in Public Administration, it was reported that there had been an excellent enrolment of students at the Universities of Liverpool and Sheffield. The position at Leeds was giving cause for some anxiety in view of the small number of enrolments, and the

(Continued on page 632)

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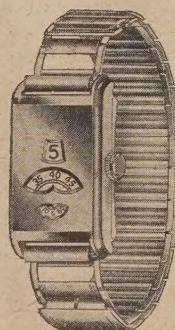
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(Continued from page 630)

arrangements which were proposed to deal with this situation were outlined to the Committee. The progress made at London, Manchester and Glasgow was also considered by the Committee.

The Chairman and Vice-Chairman of the Education Committee were authorised to expend up to a maximum of £300 during the forthcoming year in assisting the six University courses for the Diploma in Public Administration.

It was reported that the Poor Law Examinations Board had decided to hold an examination for Clerical Officers in the Public Assistance Service and that the first examination would take place in 1934. The Committee decided that as soon as the syllabus was issued a course of studies should be prepared and that Mr. J. Moss should be invited to act as Director of Studies.

Information connected with the Lending Library showed that there were about 320 books in the Library, and that since it had been established, 581 loans had been made to 271 applicants. A report on the Nalgo Correspondence Institute was received, from which it appeared that there were 1,221 students on the live register on October 6, 1932, and that since the beginning of the year 504 new students had enrolled.

Nalgo Examinations

Excellent examination results had been obtained by students of the N.C.I. during 1932, and considerably increased confidence was being shown in the work of the Institute. It was decided to reduce the fee for the correspondence course for the External Diploma in Public Administration by the University of London from 18 guineas to 14 guineas. The number (178) of Education Correspondents appointed by Branches had not varied since the date of the last meeting of the Committee.

FINANCE

THE Finance and General Purposes Committee, at its meeting on October 15 last, received a report for the year 1931-32 from its appointed representative, Mr. A. A. Garrard, of East Ham, on the work of the National Council of Social Service. Mr. Garrard was heartily thanked for the service he was rendering to the Association, and for his interesting report on the year's work of the Council. The draft daily programme for the 1933 Conference at Folkestone was approved. The N.A.L.G.O. Provident Society Annual Meeting was fixed for Friday, June 2, 1933, at 4.30 p.m., and the Annual Meeting of Logomia at the same time on the following day. The Conference will be held at the Marine Gardens Pavilion. Headquarters had reserved accommodation at the Royal Pavilion Hotel.

(Continued at foot of next column.)

SIR HERBERT NIELD, K.C.

N.A.L.G.O. LOSE A GREAT FRIEND

NOT since the lamentable death of Mr. William Graham in the early part of this year has the local government services suffered a greater loss than that which comes with the demise of the Right Hon. Sir Herbert Nield.



The late SIR HERBERT NIELD, K.C.

Sir Herbert, who was Recorder of York and a notable figure in politics and in London local government, was born on October 20, 1862. He was admitted a solicitor in 1885, but ten years later was called to the Bar by the Inner Temple

and took silk in 1913. He was appointed Recorder of York in 1917, and was deputy chairman of the Middlesex magistrates. He was knighted in 1918 and sworn of the Privy Council in 1924.

In Parliament he sat for the Ealing Division from 1906 to 1918, and then for the borough of Ealing till the last election, when he retired. Sir Herbert was characteristically English. His speeches were delivered with vigour almost amounting to fury, but he was personally popular with even his strongest opponents, who recognised his sincerity and his real kindness.

In local administration Sir Herbert was active for many years, as a Middlesex County Councillor from 1895 and an alderman from 1906, and as member for Middlesex on the Lee Conservancy Board, of which he was chairman in 1930. In the War he was chairman of the Middlesex Appeal Tribunal.

Throughout his parliamentary career he retained an affectionate interest in the work of N.A.L.G.O., being ever ready to place his wide legal knowledge and experience at the disposal of its officers. In the House he watched over the interests of the local government officer with marked judgment and pertinacity and the success with which he met is exemplified in the manner in which he assisted in the piloting of that all-important measure, the Superannuation Act, 1922, through the House. His will be a place difficult indeed to fill.

PUBLICATIONS AND RECREATIONS

THE Publications and Recreations Committee gave consideration to a suggestion that arrangements be made with the Royal Automobile Club for the establishment of a N.A.L.G.O. Car Club under which the members would be able to obtain membership of the R.A.C. at special subscription rates. It was decided to inquire of each District Committee whether if such a scheme were adopted it would be supported.

Correspondence was considered concerning the suggestion that the Nalgo Rifle Clubs be approached with a view to bringing them under the jurisdiction of the National Executive Council. The Committee recommended no further action be taken.

Ano'her Hol'day Camp

A full report from the New Camp or Guest Home Sub-Committee formed to consider the reference of the Annual Conference for the establishment of another holiday camp or guest house, of more easy access for Scottish and Northern members, was considered, and it was decided to purchase a site at Cayton Bay, three miles from Scarborough. The site consists of 94 acres

of grass and woodland and two bungalow erections. It is proposed to establish a camp for approximately 250 persons, and every effort will be made to open it in time for the 1933 season.

Thrift Scheme

A report was received showing that since the administration of the Thrift Scheme of the Metropolitan District Committee was taken over at Headquarters on July 1, 1,237 orders had been issued on wholesalers and manufacturers to members who had intimated their desire to take advantage of the facilities provided.

The Committee decided to charter a boat for a 22 days' cruise to the Canary Islands, commencing on July 29, 1933. If possible, the s.s. *Avoceta* will be obtained, and the price of a three-berth cabin will be £23 inclusive of gratuities and organising cost. A number of two-berth cabins will be available at a cost of £28.

It was decided to adopt the scheme of the British Spas Federation under which arrangements can be made for members of the Association to obtain special treatment for rheumatic diseases in ten Spas situated in different parts of the country.

A PARENTS' PROBLEM

DURING the past few weeks it has been decided, as part of the economy proposals, to increase the fees charged for the education of children at secondary schools. Unfortunately, this increase will be felt by many local government officers whose children are either in, or are about to enter, secondary schools. The situation is not, however, so serious at this stage, but is this only the beginning of the problem? The answer is "Yes."

What Plans Have You?

After the problem of school fees is the greater problem of setting a child in a career. Every father wants to provide for his own children a sound foundation from which they will be able to march forward with a firm step to the world.

N.A.L.G.O., with its usual alacrity, has considered very carefully the best method of assisting local government officers to bear the cost of the education of the children through the Life Section of its Insurance Department. It is suggested that the most satisfactory method for the parent to effect a series of endowment assurances on his or her life, so arranged that they mature at different dates over a selected period, during which the cost of education or training for a career is expected to be most heavy. In the event of the death of the proposer before the policies mature, the sum assured would, of course, become payable forthwith. For example, if the parent takes out three endowment policies of £100 each for periods of ten, eleven, and twelve years, the monies would all due and become available over a period of three years. The cost of three policies of this type would be as follows:—

<i>A 10-year Endowment for £100 "With Profits"</i>		
Affected by an officer aged 33 next birthday:—		
Monthly Premium ..	.. £10 17 2	
Annual premium ..	.. £10 0 10	
Sum Assured plus bonus at maturity, if present rate of bonus be continued ..	.. £120 0 0	
Total premiums paid over period of 10 years ..	.. £100 8 4	
Less Income Tax Rebate (at present rate) 2/6 in £1 ..	.. £12 10 0	£87 18 4
PROFIT	£32 1 8	

<i>An 11-year Endowment for £100 "With Profits"</i>		
Affected by an officer aged 33 next birthday:—		
Monthly Premium ..	.. £15 7	
Annual premium ..	.. £9 2 4	
Sum Assured plus bonus at maturity, if present rate of bonus be continued ..	.. £120 0 0	
Total premiums paid over period of 11 years ..	.. £100 5 8	
Less Income Tax Rebate (at present rate) 2/6 in £1 ..	.. £12 7 6	£87 18 2
PROFIT	£34 1 10	

<i>A 12-year Endowment for £100 "With Profits"</i>		
Affected by an officer aged 33 next birthday:—		
Monthly premium ..	.. £8 14 7	
Annual premium ..	.. £8 3 10	
Sum Assured plus bonus at maturity, if present rate of bonus be continued ..	.. £120 0 0	
Total premiums paid over period of 12 years ..	.. £98 6 0	
Less Income Tax Rebate (at present rate) 2/6 in £1 ..	.. £12 0 0	£86 6 0
PROFIT	£37 14 0	

It will be seen that the premiums charged on the eleven- and twelve-year policies are a little lower than on the policy for the ten-year period. If one endowment for £300 is taken out for a ten-year period, at age 33 next birthday, the monthly premium would be £2 11s. 6d., or the annual premium £30 2s. 6d., as against a monthly premium of £2 6s. 9d. or an annual premium of £27 7s. od. for three separate policies of £100 each taken up for ten, eleven, and twelve years respectively. Moreover, in the examples given there would be only two annual premiums payable in the eleventh year, and only one in the twelfth year.

The first object of every married man is generally to provide protection for his family in the event of the loss of the breadwinner, and endowment policies, no matter whether they are taken out for the purpose of education, investment, or otherwise, always provide cover for the family in the event of death.

Details of all forms of life assurances will be forwarded on application to 24, Abingdon Street, Westminster, S.W.1.

NALGO MOTOR INSURANCE

NO CLAIM BONUS

The public is now generally aware of the revisions which have been decided upon by the Tariff Companies underwriting Motor Insurances. These have, so far as the insurance of private motor cars is concerned, resulted in the allowance of a cumulative "No Claim" bonus of 10 per cent. for the first year free of claims, 15 per cent. for two consecutive years free of claims, and 20 per cent. for three or more consecutive years free of claims.

The idea of an increased "No Claim" bonus is good, but we think that some greater reward is due to the private car policyholder who has made no claim upon his company than the 10 per cent. which is the present flat rate of bonus allowed by Tariff Companies, and which will, after the revisions have been put into effect, still be the maximum amount allowable for the first year.

The special "Nalgo" Motor Car Policy has always given in respect of each separate year during which no claim has been made, a "No Claim" bonus of 20 per cent. The "Nalgo" Underwriters consider that a policyholder who has run free of claims for one year is immediately entitled to the highest bonus possible rather than that he should have to wait three years. After all, the odds against the average good driver running three years free of claims are considerable.

The Reigate Council have made substantial reductions in the scale of cuts by graduating its incidence as from October 1, 1932.

Four people were burned to death in Great Britain every day last year on an average. The majority of these deaths occurred in the home, and ninety per cent. of them were due to nothing but carelessness.

Daily Paper.

No matter how methodical, a person is liable in a moment of forgetfulness to err with devastating effect. The moral is

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THE "N.A.L.G.O." COMPREHENSIVE BONUS POLICY

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To Our Members

Christmas Greetings 1932



CHRISTMAS-TIME, with all its associations, should be a season of happiness to all N.A.L.G.O. members, because of the reminder it gives us that our Association stands for so much in the interests of members. Opportunities are given for the members, through the "B. & O. Fund," and in other ways, to show that none lives to himself or herself. My wish for all the members is that as they dwell upon their past service, they will feel that inspiration which comes from work well done, and which will lead them forward to realise brighter dreams in the future. With

PRESIDENT.

From Mr. C. G. Brown, Vice-President.

WE can look back with satisfaction on the past year and forward with confidence to the future. We continue to increase in membership, and in the development of our various activities, including the N.A.L.G.O. Building Society, which we may confidently hope will be a most successful body.

It behoves us in these troublous times to watch zealously over our organisation, always remembering that it exists for two purposes, which are mutually complementary—the protection of our own legitimate interests and the improvement of the Local Government Service.

C. G. BROWN.

From Mr. John Chaston, F.C.I.S., F.S.S.; Chairman of the Education Committee.

A.D. 1932, has been a year of anxiety for Local Government Officers, but that anxiety must inevitably have been deeper had N.A.L.G.O. been non-existent. The Association has done a great deal which we, as individuals, can measure in monetary terms, but its greatest achievements, through the medium of its influence, have been of inestimable value. We look towards 1933 in the hope of a change in the economic tide, which would result in increased industrial and Local Government activities, but we must also have on our horizon the raising of our Association to ever greater heights. This can only be accomplished by greater personal and organised effort.

I wish for all my colleagues in the Association such a year as they themselves desire.

JOHN CHASTON.

From Mr. Hugh Begg, F.R.C.V.S., Lanarkshire.

ONE of your Trustees—a humble member of the National Executive Council—sends you greetings and the hope that you will all experience a Merry Christmas and a "Glad New Year." The remarkable success of our great Association is firmly based on the efficient and upright quality of its work both centrally and provincially and each succeeding year reveals an increase in membership, in assets, in benevolent work, and in educational and other activities, which promote the interests of Local Government Officers. May it be given to all of us in the New Year to do our part faithfully to preserve unstained the banner of the Association we have learned to love so well.

HUGH BEGG.

Christmas Greetings from the North-Western Representatives.

BIBLICAL students will recollect that the first created force was Light, and Light is the crying need of the world to-day. A clear vision of the economic position and of the other man's point of view as well as our own. This thought is peculiarly appropriate to Christmastide. We believe the predominant wish in the hearts of all is to make N.A.L.G.O. the light of the municipal service, but

"Not by eastern windows only,
When daylight comes, comes in the light"
is true of N.A.L.G.O. as of nature.

Therefore, resolve in the New Year that your ray, however small, shall not be missing from the floodlight of success we wish in 1933 for our Association and each individual member.

J. E. GEE
T. FREEMAN
J. W. SINGLETON
W. H. WHINNERAH
J. WILKINSON
F. J. WILLETT.

North-Western District Representatives.

From Mr. Frank R. Finch, Willesden.

MANY people wait in vain for their ships to come in because they were never launched. Our ship has not only been launched, but has weathered many a storm. Let us see to it that the L.G.S. N.A.L.G.O. is well found and happily manned for 1933, that she may bring home a cargo of goodwill and better understanding as between those who govern and we who serve. Finally, the seasonable wish to all, "A Merry Christmas and a Glad New Year."

FRANK R. FINCH.

From Mr. V. Grainger, Newcastle-on-Tyne.

I WELCOME the opportunity of sending to my many friends in N.A.L.G.O. sincere Christmas Greetings and good wishes for the rapidly approaching New Year.

In that spirit of comradeship fostered by our Association I am convinced that the future may be faced with optimism. The work which is well begun is already half done, and being strengthened by unity and co-operation, the tasks that lie before us will be brought to a successful conclusion.

V. GRAINGER.

From Mr. D. L. Griffiths, O.B.E., Aldershot.

LOYALTY to our Association is essential at the present juncture. Every branch should strive for a 100 per cent. membership, so that, if and when it is necessary to defend the status and position of the Municipal Officer, our Executive Council can proceed with the sure and confident knowledge that they speak for all Local Government Officers whatever the rank or position of such official may be.

D. L. GRIFFITHS, O.B.E.

From Mr. Arthur Webb, Brighton.

I GLADLY avail myself of the opportunity of sending a message to my colleagues. The past year has been one of exceptional difficulty and 1933 can scarcely be less so. The country is passing through a period of social and financial readjustment and we are all being called upon to play our part—may our performance be consonant with the dignity of the service, of our Association, and of ourselves. An optimist by nature, I feel we shall—somehow, when—emerge victorious through our national tribulations. Only by loyalty to an association based on a sound policy can we overcome our own difficulties. I appeal, therefore, for a continued confidence in N.A.L.G.O.

ARTHUR WEBB.

From Mr. Wm. W. Armitage, Sheffield.

I AM glad of the opportunity of again sending my greetings to members of N.A.L.G.O. May we have a clear understanding of all the difficulties we are suffering from so that methods of reconstruction may be applied which lead to a perfect peace and a real equality of sacrifice. To those who are ill and suffering speedy relief in their trial and a rapid march to restored health.

WM. W. ARMITAGE.

From Mr. C. W. A. Roberts.

I WISH the members of our Association a Happy Christmas and a Prosperous New Year. I should like the greeting to have especial reference to the younger members of the service, and hope that it will be their endeavour to take advantage of the Educational opportunities offered to them by the Association, so that their future may be broadened and their life become more interesting.

C. W. A. ROBERTS.

Local Government Service

Editorial and Advertisement Offices,
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Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

DECEMBER

1932

NOTES OF THE MONTH

THE ECONOMY CRAZE

AT the time of writing, the report of the Chancellor's Committee on Local Government Economy had not been published, but the report of the House of Commons Economy Committee, which was presided over by Sir Gervais Rentoul, had. This report is composed of a number of arithmetical suggestions for reducing public expenditure both central and local, and the manner in which the report was issued, and the public reception which it received, clearly indicated that the Committee had very little faith in their own conclusions, and the Press and the public are getting tired of the economy craze.

One of the outstanding features of the attacks upon local government, which has been continuous for over twelve months, is the complete absence of any indication that the local authorities' associations have raised a single voice to protect the prestige of that service which is undoubtedly within their keeping. This phenomena is responsible for the open letter which the General Secretary of N.A.L.G.O. has recently addressed to the municipal press. The letter is too important to be omitted from our columns and we therefore print it in full. It reads:—

"A little over twelve months ago a national emergency was proclaimed, and that covered a call for economy in local government expenditure. That call let loose hordes of undisciplined forces who, by reason of their immunity from authoritative opposition, have gained courage, and to-day local government is being ruthlessly attacked, ridiculed, and treated

with contempt. 'Economy' has developed into a form of public service banditry."

Most of the suggestions put forward for reducing the cost of local government concern policy, the defence of which is definitely not the responsibility of the officer.

Whose responsibility is it? There comes a time in the history of all organisations when the purpose of their existence is put to the test. That crisis undoubtedly faces at this moment the Association of Education Committees, Association of Municipal Corporations, the County Councils' Association, the Non-County Boroughs' Association, the Rural District Councils' Association, and the Urban District Councils' Association.

A casual observer of this epidemic of adverse criticism would be justified in concluding that local government expenditure has been without form; has had no guiding hand of authority, and has been entirely unrelated to community needs and the common good. That conclusion would be wrong. At the same time every thinking person admits that under present economic conditions, the policy of recent years of stimulated activity must be replaced by frugality. But, to apply a schedule of savings worked out on nothing more intelligent than a comptometer will create anomalies and probably impair vital institutions.

Has local government administration no soul, no idealism, no aspirations, no national value? Has its prestige been abandoned by all who wear the honours of a service which so closely concerns the comfort and welfare of the community, and in whose care rests full responsibility for the standard of health and industrial efficiency of future generations?

Since the passing of the 1929 Act, and particularly since the Government ceased to press additional duties upon local authorities, tremendous savings have been effected and it is within the power of local authorities, with the assistance of their expert advisers, to continue that policy of sound economy.

This is a time, above all, for contemplation, planning, courage, foresight and what the Minister of Health has himself suggested—"tidying up," an opportunity which has been denied local authorities for the past decade. Any other method—and especially methods suggested by persons out of sympathy with local government, will create disaffection, and reduce the morale of the elected representatives as well as those whom they employ.

This is the moment to remember Aristotle's saying that 'a city exists for the sake of a good life, and not for the sake of life only.'

CIVIL SERVICE SALARIES

IT is interesting to observe that in the Rentoul Report the observations of the May Committee on the reasonableness of Civil Servants' salaries is

repeated. It will be remembered that the May Committee, after very careful investigation, came to the conclusion that the salaries paid to Civil Servants represented a "fair-wages basis."

Following this quotation the Rentoul Committee say:—

"The committee consider that any revision of salaries and wages in the Civil Service should also apply to local authorities, and they consider that the Government should compel local authorities to reduce their administrative costs and salaries bill. While we wish to give full credit to those who have voluntarily suffered a reduction of salaries, we consider that the large grants made by the Government to local authorities give it the right to insist on such reductions being compulsory. They should be made in the same ratio as the cuts in force in the Civil Service, so long as it is understood that the basic rates applying are comparable. It should be borne in mind that the purchasing power of the pound is now 70 per cent. more than in 1920.

"We also recommend that annual increments should be made biennial, for both Governmental and local authorities."

We printed in our last issue a copy of the case put before the Official Economy Committee by N.A.L.G.O., and comparisons are given in that case which show that the general standard of remuneration in the local government service is much less than that paid to Civil Servants. Therefore, nothing more need be said about the Rentoul Committee beyond the fact that if they had taken the trouble to compare the salary scales of the two sections of the service, they would not have included the local government service in the above-mentioned paragraph.

The report is full of suggestions which will not bear impartial examination, and perhaps this was the reason why the report has had such an unfavourable reception.

LATE PRESS ANNOUNCEMENT

Ray Committee report issued on Friday, November 25. Economies proposed amounting to from £35,000,000 to £40,000,000 on the figures of 1929-30. Substantial reduction on the total cost of local government officers' salaries suggested.

Estimated that the salaries and wages of officers and servants of local authorities (including teachers, police and manual workers) was in 1930-31 approximately £122,000,000, or 40 per cent. of gross revenue expenditure.

"A substantial reduction can, and should, be made in the total cost. Every authority should review its work and staff. In many instances the staff is in excess of present requirements and should be reduced. Salaries, more particularly of the highly paid officers, should be reviewed in the light of present conditions. Some incremental scales might be considerably lengthened."

The January issue of LOCAL GOVERNMENT SERVICE will contain a summary of the Committee's proposals, together with an article by Alderman S. P. Rowlinson, J.P. (Sheffield), a member of the Committee.

December, 1932

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS :

24 ABINGDON STREET,
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities." Telephone: Victoria 8592 (4 lines). Telegrams: Natassoc, Parl, London.

HEADQUARTERS AND BRANCHES

The following Circulars have been remitted to Branch Honorary Secretaries from Headquarters:

NOVEMBER 7

Circular No. 74/BO/1932

Regarding collection and sale of tinfoil collected by the branches in aid of the Benevolent and Orphan Fund.

Circular No. 75/Gen./1932

- (a) Enclosing correspondence with the Minister of Health regarding National Economy.
- (b) Enclosing cartoon to be exhibited and sent to local M.P. if appropriate.
- (c) Enclosing copy of "Arithmetic of Rates," which had been circulated to press.
- (d) Stating that arrangements for the publication in local press of "How a Town is Run," if not already done, could be arranged.

Circular No. 76/Gen./1932

Information regarding applications for membership of N.A.L.G.O. by persons previously belonging to other associations.

Circular No. 77/Educ./1932

(a) Particulars of the N.A.L.G.O. Summer School for 1933.

(b) Stating that from 1934 a third examination will be held by the Poor Law Examinations Board for clerical assistants in Public Assistance Departments.

(c) Giving information regarding the course for the External Diploma in Public Administration of the University of London.

(d) Giving date of next N.A.L.G.O. Examinations.

Circular No. 78/H. & Y./1932

(a) Asking for remittances for amount due on sale of *Help Yourself Annuals*.

(b) Giving information as to the disposal of surplus copies.

(c) Giving particulars of the Free Christmas Boxes.

NOVEMBER 11

Circular No. 79/HW/1932

Enclosing a copy of the 1933 N.A.L.G.O. Diary and an order form for further copies.

NOVEMBER 17

Circular No. 80/BO/1932

Giving last day for receiving amounts due on sale of *Help Yourself Annuals*, and information regarding the number of annuals sold.

NOVEMBER 18

Circular No. 81/Gen./1932

(a) Giving information regarding articles which appeared in *The Municipal Journal* for November 11.

(b) Regarding officials of local authorities addressing meetings of different associations on local government topics.

Circular No. 82/Supn./1932

Regarding further action in connection with "The Local Government and Other Officers (Superannuation Provisions Amendment) Bill."

IMPORTANT DATE

DECEMBER 25.—Renewal premiums due on N.A.L.G.O. Household Insurance Comprehensive Bonus Policies.

A CHRISTMAS PRESENT TO YOURSELF

The following articles in the Nalgo colours may be obtained through branch secretaries or direct from headquarters at the prices shown. Remittances must accompany order.

Sports badges.—Blazer pocket size, price 2s. each. Ties (silk or knitted).—Suitable for business or sports wear, price 2s. each. Scarves.—Black ground with stripes, price 10s. each. White with stripes at end, price 10s. each. Tobacco pouches.—Silk covered, price 2s. each. Better quality, price 3s. each. Striped ribbon.—Corded silk, 1 in. wide, rod. per yard. Striped material.—As used for making the ties, 24 in. wide, 7s. yard.

The quality of the articles is exceptionally good, and as the Association has been able to purchase in large quantities the prices quoted are little more than the actual manufacturers' prices.



MR. L. A. H. COOPER

who was recently appointed Borough Engineer and Surveyor of Brentford, is President of the Local Branch

BIRKENHEAD'S SWIMMING GALA

The first swimming gala organised by the Birkenhead Branch was so successful in every respect that there is little doubt that it will become an annual event. The number of entries totalled over 150. A sum of £15 was raised for the B. and O. Fund.

CROYDE BAY CAMP. RE-UNION

The Re-union will be held at the Portman Rooms, Baker Street, London, on Friday, 3rd March, 1933, commencing at 7 p.m.

Admission 2/6.

Running Buffet at popular prices

BOOK THE DATE.

Further details later.

MOVEMENTS

Mr. A. J. Kedward, Deputy Town Clerk for the Borough of Leigh, Lancs., has been appointed Clerk to the Atherton (Lancs.) Council.

Other changes of which notice has been received are:—

Beth, G. H., St. Pancras, to clerk, Enfield U.D.C.

Buxton, H. E., Assistant Solicitor, Wallasey, to Cleethorpes U.D.C.

Brightwell, C. W., Wallington, to Reigate Borough.

Chandler, A., Birmingham, to Registrar Births and Deaths, Smethwick.

Clements, R. W. T., Winchester, to Accountant Assistant, Widnes Branch.

Cowan, T. M., Wigan, to Bournemouth Deputy Borough Treasurer.

Gibbon, M. R., Hartlepool, to Surveyor, Walmer U.D.C.

Graham, D. J. J., West Riding Mental Hospital, to Assistant Medical Officer and Pathologist, Knowles Hospital, Fareham, Hants.

Gothard, Miss L. E., Cambridge C.C., to Cambridge Borough.

Haynes, J. G., Surrey County Council, to Weymouth.

Quick, B., Wallington, to Treasurer's Department, East Barnet Valley.

Watson, F., Buxton, Chief Clerk, Alderley Edge U.D.C.

Wilson, Miss E., Huddersfield, to School Nurse, Leeds.

Young, J., Streatham, to Kent County Committee.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months; June, 42; July, 43; August, 41; September, 41; October, 43; November, 43. The percentage increases in each of the five groups on which the Index Figure is based are as follows:

	SEPT.	OCT.	NOV.
Food ..	23	25	25
Rent ..	54	54	55
Clothing ..	90	90	90
Fuel and Light ..	70	75	75
Other Items ..	70	70	70

SUMMARY SHEETS: AN APPEAL

Branch officers who have yet to complete and forward to Headquarters their audited Summary Sheets for the year which ended on October 31 last are particularly asked to do so at once. It is hoped that returns will show a big increase in membership and subscriptions in respect of the past year, but this will not be apparent in the absence of Summary Sheets containing the essential information.

Between the end of the branch year and that of the National Association (December 31) much work has to be done in the checking and recording of information which the Summary Sheets contain and their early submission is of great assistance.

Will branch secretaries and treasurers kindly respond cheerfully and promptly to this appeal.

COALVILLE FUNCTION

Coalville Branch achieved a further social success with its fourth annual dance, held on October 26, organised by the dance committee (secretary Mr. P. H. Hadfield). Messrs. L. L. Baldwin, T. I. McCarthy, and Dr. Hamilton officiated with capacity and ability. The chairman and several members of the Council were present. The B. and O. Fund is assured of its usual benefit from the proceeds.

The branch have presented a china cabinet to Mr. J. W. Eagles, former gas manager, upon his retirement from official life. Mr. Eagles has been associated with the branch since its modest start in 1918 and has continuously filled the position of vice-president.

UNEMPLOYMENT INSURANCE

EXCEPTION OF NON-MANUAL WORKERS: REPORT OF ROYAL COMMISSION

THE Royal Commission on Unemployment Insurance invited the views of the Association on the desirability of continuing the exception of non-manual workers whose salaries do not exceed £250 per annum, and in particular of persons employed by a public or local authority under Certificates of Exception issued by the Minister of Labour under the Unemployment Insurance Act, 1920, First Schedule. In response the Association submitted a Memorandum in which the following points were urged:—

- (1) That in any amending legislation provision should be continued for the exception of Local Government Officers.
- (2) That such exception should operate uniformly throughout the Service in respect of permanent employees on a National basis as the direct result of legislation, and not be subject to the certificate of the Minister upon individual applications from Local Authorities.
- (3) That there is no reason to differentiate in the treatment of Local Government Officers as compared with Teachers and Civil Servants.

Certificates of Exception

It is not possible to set out the Memorandum here in full, but it was pointed out that at December 31, 1930, 1,185 Certificates of Exception were in operation under local authorities made up as follows: Public and local authorities, 1,116; Mental Hospital Authorities, 69.

Present rates of contributions to the scheme, as increased by order in Council on October 1, 1931, are, for males, 5d. under 18 years, 9d. from 18 to 21 years, 10d. from 21 to 65 years.

The question of exception was one of great importance to local government officers; it was of equal importance to the local authorities as they are required to make equivalent contributions and, through their Associations, they urged the Royal Commission to recommend the continuance of the existing practice.

Members will realise that, whereas under a Certificate of Exception the officer may cease to be required to pay contributions about the age of twenty-one years, if exceptions were discontinued they would be required to contribute beyond that age for a further period of forty-four years, a sum (adult male) totalling £2 3s. 4d. per annum.

Unemployment Insurance Development

The following brief survey of the development of Unemployment Insurance, the position of special classes outside the general scheme, and the conclusions of the Royal Commission in regard to Certificates of Exception are of interest.

The first legislation for Unemployment Insurance was introduced as Part II of the National Insurance Bill, 1911; thereunder compulsory insurance against

unemployment was restricted on an experimental basis to a few selected trades covering only about 2½ millions out of some 13 millions to be insured under the Bill against sickness. The scheme was extended during the war to munition workers and to certain trades largely engaged on war services.

In 1920 the contributory scheme of Unemployment Insurance was extended to substantially all the persons falling within the Health Insurance Scheme with the exceptions of agriculture and domestic service.

Special Schemes

Certain classes of employment, mainly non-industrial in character (e.g., established civil servants, police, teachers, etc.) in which unemployment was negligible, were excepted altogether. The Banking and Insurance Industries contracted out of the general scheme, and established special schemes; although these are still in existence, the power to withdraw from the general scheme was suspended in 1921 and repealed in 1927.

The Report is against the restoration of the power to contract out, but in favour of the continuance of the two special schemes for the banking and insurance industries.

Exception Facilities Extended

The legislation of 1920 specified certain classes of employment which might be excepted from insurance if the "Minister of Labour certifies that the employment is, in his opinion, permanent in character; that the employed person has completed three years' service in the employment, and that the other circumstances of the employment in his opinion make it unnecessary that he should be insured. This provision now applies to certain employees of Government Departments, local authorities, public utility undertakings, and railway companies."

The representations of N.A.L.G.O. and other bodies desirous of maintaining the certificates of exception are discussed by the Commission in broad and general terms, the reasons for and against exclusion from the general scheme being set out in paragraphs 315-328.

The Commission deems it "worth while to maintain a genuine, if limited, insurance scheme" which means that the contributions levied should be "genuine contributions, recognisable as such, rather than a universal and indiscriminate tax." The principle requires that the scheme should embrace "only those classes of employment which have unemployment of a degree and of a kind for which unemployment insurance is an appropriate first line of defence. If

the scheme were extended beyond this limit, the link between contributions and benefits would be broken and the scheme would be no longer an insurance scheme, but a scheme of unemployment payments financed by special taxation."

It is recognised that "a municipality or a Government Department, particularly where it operates in a district in which the staple industries have fallen into decay, may find itself under the necessity of reducing its staff." The Report recommends "a continuation of the arrangements which operate at present—that certain publicly controlled services, such as teachers and police, should be excepted by statute; and that the Minister should have power to grant, under certain conditions, certificates of exception to a proportion of workers employed by Government Departments, local authorities and Public Utility undertakings."

N.A.L.G.O.'s Watchfulness

These quotations are from the Final Report of the Royal Commission on Unemployment Insurance, which was appointed by Royal Warrant on December 9, 1930. There were many who fully expected that the Royal Commission would be unable to resist the opinion expressed by the "May" Committee on National Expenditure, that there should be brought within the ordinary scheme all the special classes of persons referred to above.

To some extent, members may regard the 10d. per week, which they save by the operation of the certificate of exception, largely as a reward of the watchfulness of N.A.L.G.O. and organised local government. The proper utilization of this amount from the age of 21 years shows an enormous advantage over the whole period of service which may very well be brought into high light by two illustrations, assuming that approximately the amount saved is utilized for insurance with Logomia:

1. *Endowment Assurance, with profits.* Monthly premium 4/9, or, annually, £2 17s. od., less income tax rebate (current rate) 6/3, giving a nett annual payment of £2 10s. 9d. will yield, if present rate of bonus be continued, at the end of 44 years, £282.

2. *Limited Payment Life Assurance.* Monthly premium 4/3, or, annually, £2 11s., less income tax rebate (current rate) 6/3, giving a nett annual payment of £2 4s. 9d. will assure, if present rate of bonus be continued, and with premiums ceasing at age 65, at death £282.

The amount payable will be less if death occurs before age 65 and greater if after that age.

LETTERS TO THE EDITOR

With the hope of encouraging a frank interchange of views on subjects bearing on the work of readers and upon questions of national moment, the Editor has allocated this space for letters from the local government officers. Letters, which should be addressed

The Editor,
"Local Government Service"
3/4 Clement's Inn, Strand,
London, W.C.2

must be received on, or before, 15th of the month to ensure publication in the current issue.

The Editor will not hold himself responsible for the views expressed by the writers.

100 PER CENT. N.A.L.G.O.

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—There have been occasions during the last few years when we have been urged by the leaders of our Association both through LOCAL GOVERNMENT SERVICE and from the platform, to endeavour to secure a membership of 100 per cent. I am only a member of the rank and file, but as such I should like to add to the "urge" of our men at Headquarters. There was a time when I was in grave doubt as to the aggressiveness of N.A.L.G.O., but after a few years on the local Executive and a visit as delegate to Conference I am convinced that the Association is a very wide-aware organisation. The many activities of N.A.L.G.O. can be placed before its members in cold print, but its influence and worth cannot be estimated. The real work of the Association may not be proclaimed with such demonstration and noise as would satisfy some of our more exuberant spirits, but by wise guidance and quiet persistence it "gets there" all the same.

I have seen representatives at business, both nationally and locally; I have seen them at social functions; and whatever the objective, welfare of fellow members, or jollification, these are taken in the right spirit. I have seen the joy and gratitude in the face of a young widow left to strive alone, when she has received the generous assistance of our B. and O. Fund.

Examples, too numerous to mention, could be given of the quiet effective labours of our Association, let it be sufficient to say in this brief letter that whatever it undertakes, is done tactfully but surely. I am not suggesting that the whole of the organisation has come to the stage of perfection, for like all other institutions there is always a need to uproot the weeds and cultivate for future development. The orderly sergeant used to come round with his daily "Shun," and the Orderly Officer's "Any Complaints" was necessarily routine; so may I suggest respectfully to anyone dissatisfied with N.A.L.G.O. that before coming to a definite decision they will

investigate, and studiously concentrate upon all its activities.

No! Mr. Editor, this is not an entry for a back-patting competition but an honest, humble opinion of our great Association. Hats off to N.A.L.G.O. and renewed efforts to obtain a 100 per cent. membership.

I am, sir,

Yours faithfully,

ARTHUR E. WAKEFIELD.

Nottingham. November 5, 1932.

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—I beg permission to reply to the letter, appearing in the November issue, written by "Cave Canem."

The first thing I did after reading his letter was to re-read my own, and I would ask other interested readers to do the same. Readers will then discover: (1) That my letter was purely a re-statement of a principle that all posts, whether temporary or permanent, should be open to all to compete for; a brief outline of the dangers which attend a departure from this principle (which are surely well known), and to provide information to fellow members of N.A.L.G.O. that this principle was not being followed and (2) That "Cave Canem" has written a verbose letter in an aggressive and excitable style, in which he sets out his warped interpretations of some of my statements and introduces other statements, purported to be made by me, in order, presumably, to be in a position to heap coals of fire upon my head.

For instance, he states that I suggested that a temporary officer is below my status and breeding. I was puzzled when I read this, but upon reflection decided that this piece of chicanery is somehow connected with the third paragraph of my letter where I said "temporary assistants are not, in general, on a par with those officers who have grown up, as it were, in the Poor Law Service."

Let us apply the rules of logic to the following proposition, taken from the November issue of LOCAL GOVERNMENT SERVICE: "An efficient local government officer is a specialist and the product of many years of training and study." We can then construct a syllogism, as follows:

- (a) An efficient local government officer is a specialist and the product of many years of training and study (in the local government service);
- (b) A temporary transitional assistant is not a specialist and the product of many years of training and study in the local government service;
- (c) Therefore a temporary transitional assistant is not an efficient local government officer.

I shall state that certain minor qualifications may be applied to the above general statements, but they could not damage the main issue.

You see, "Cave Canem," that if you do not understand the law on a particular subject you cannot be expected to carry it properly into effect, or to instruct others in such matters. Further, unless one is so trained as to be capable of placing a proper interpretation upon a clear statement, I am afraid one is not a proper person to be appointed to a permanent post.

The November issue of LOCAL GOVERNMENT SERVICE also says: "How often does it happen that an indiscretion by one officer creates a widespread suspicion that 'they are all alike.'" Indiscretion may be taken to include any mistake made through want of knowledge or carelessness, and herein lies the danger.

Now let us be frank. There are, without question, a number of temporary assistants who are jolly good men, and there are temporary clerical assistants upon transitional payments duties who are not even clerks by profession. If, as I suggested in my first letter, all vacant posts are advertised then everyone, including temporary and permanent men, may apply; everything would have been done to ensure that the best man got the job. Of course, in such cases Committees are bound to take into account qualifications of examination and experience. "S" does no more than to attempt to combat logic with sentiment.

I am, sir,
Yours faithfully,
TRANSFERRED POOR LAW OFFICER.

VOLUNTARY SUPERANNUATION

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—In reply to "Chew," being a humble Sanitary Officer I am not competent to delve too deeply into finance. I must admit that I had overlooked the question of annuities, but at the same time I purposely made a rather extravagant comparison, with the object of boosting the 1922 Act.

I could make a number of criticisms of "Chew's" statement, but it would trespass too much on your valuable space. I would, however, say that, taking his own example of £10 10s. for each £100, the 1922 Act gives, on the average, at least the same for half the capital. In addition you cannot lose on the latter. My appeal was to the apathetic members rather than to the City Fathers, regarding the financial side of the question.

In conclusion, while my comparison may have been rather extravagant, I cannot see any cause for questioning its veracity. Nor, I hope, will "Chew" doubt my sincerity in trying to give the 1922 Act a helping hand to increase its usefulness.

I am, sir,
Yours faithfully,
H. LONGDEN.
Carshalton Branch. November 8, 1932.

WHITLEY COUNCILS IN THE LOCAL GOVERNMENT SERVICE

PRESENT POSITION AND FUTURE PROSPECTS

By The Organising Secretary

RELECTIONS given in the last issue, on the history of the endeavours made by the Association during the past fourteen years to secure the adoption and operation of Whitley Councils in the local government service arouse mixed feelings. There is deep regret, on the one hand, at the breakdown of the National Whitley Council and the absence of Provincial Councils in the greater part of England, and their entire absence in Wales and Scotland, but on the other, although only London, Lancashire and Cheshire and the West Riding of Yorkshire have Provincial Whitley Councils, they cover very important sections of England, comprising one-ninth of the total area and one-eighth of the total population and, as previously stated, their value has been demonstrated to a striking degree.

Potentialities of Whitleyism

The London Council represents 16 of the Metropolitan boroughs; that for Lancashire and Cheshire represents 2 county councils, 16 county boroughs, 25 boroughs, 83 urban districts, and 8 rural districts; whilst that for the West Riding of Yorkshire represents 7 county boroughs, 7 boroughs, 67 urban districts, and 30 rural districts.

Provincial Whitley Councils have prescribed rates of pay and conditions of service, and in the two first mentioned areas they are the standards accepted by the local authorities and staffs alike. Local joint committees have been established in many parts of the country, and as a result of a questionnaire it was found that in June, 1931, there were 70 committees in existence under local authorities as follows: County councils, 7; county boroughs, 22; Metropolitan boroughs, 18; boroughs, 12; urban districts, 9; rural districts, 2.

Apart from these committees, it is the recognised custom among other local authorities to confer with representatives of the Association in regard to any matter of mutual concern to the council and staff.

Failure and Causes

Several reasons have been advanced for the failure of the National Whitley Council, including (a) the failure of the representatives of the various types of local authorities to work together as a team; (b) that it concerned itself primarily with the adoption of a national minimum scale of salaries difficult of application; (c) that the system started at the wrong end, i.e., a National Council first, instead of local committees and Provincial Councils with a National Council built up from the Provincial Councils. More Provincial Councils and local joint committees would have been formed but for (1) the failure of members of local authorities to appreciate their value in promoting greater uniformity in pay and conditions of service for similar duties under the authorities by first-hand exchange of views between representatives of local authorities within a defined area and between them and representatives of their staffs, and a fear that they might cease to be "masters in their own houses"; and (2) a lack of propaganda by the officers with their councils and the individual members thereof to induce them to participate in regular means for collective bargaining with the staffs.

Collective Bargaining

There is a strange inconsistency in the action of most local authorities in participating in collective bargaining for the great majority of their employees, whilst ignoring their moral obligation to give equal consideration to the administrative, professional, technical, and clerical staffs.

The pay and conditions of service of teachers, police, medical officers, electrical engineers, technical staffs in electricity departments, fire brigades, manual workers (non-trading and trading), mental hospital officers are all regulated by national and/or district collective agreements, whilst, in their contracts, local authorities invariably require standard rates of wages to be paid to employees engaged on their works.

This leaves a minority only without regular means of settling their pay and conditions and, therefore, at a great disadvantage by the absence of uniformity of practice in recompense for services, national in character—from the fact that they have to be carried out throughout the country—and frequently without any regular increments, definite maxima or knowledge of prospects.

An Anomalous Position

This anomalous position was recognised by the Government last autumn, when the subject of special sacrifices by local government officers, suggested in circular 1,222, was left for discussion between the individual local authorities and their staffs. The formulation of standard conditions should be an improvement on the present chaotic position and would, likewise, have enabled a representative joint body to have propounded some uniform scheme of deductions. In the absence of such standard conditions arranged by joint bodies, the Association was more than justified in its declaration to the local government economy committee that no proposal should emanate from a central body for general deductions throughout the service.

It must be admitted that a heavy responsibility rests on the staffs. In many cases, little or no enthusiasm has been

WHAT IT MEANS TO BE A VOLUNTARY CONTRIBUTOR

The benefits to be derived from National Health Insurance cannot be obtained at any cost unless a person is eligible to contribute to State Insurance. If they were, the cost would be many times greater than

per 1/3* week

THESE ARE THE BENEFITS:

SICKNESS, DISABLING AND MATERNITY BENEFITS.
DENTAL, OPTICAL, HOSPITAL AND CONVALESCENT HOME
TREATMENT, SURGICAL APPLIANCES, WIDOWS', ORPHANS'
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NALGO APPROVED SOCIETY

24 Abingdon Street, Westminster, S.W.1

* 1/6 per week if eligible for the services of a Panel Doctor.

shown and no active steps taken towards setting up Provincial Whitley Councils and local committees. Where these conditions prevail, it is obvious that efforts by the central Association and the Standing Conference of Joint Councils lack a favourable local atmosphere and are doomed to failure. Any original opposition or apathy by the local authorities could have been removed, or at least minimised, by adequate propaganda.

When representatives of local authorities were called together in conference in Cumberland and Westmorland and in Middlesex, despite the repeated appeals of the National Association for district and local branch co-operation, little was forthcoming. In some directions active opposition by staffs to efforts to form Provincial Councils has been encountered, and until the service as a whole embraces the principle and whole-heartedly^{*} advocates and actively works for the setting-up of a complete chain of Whitley Councils, local, provincial and national, little progress will result.

Wanted—A Service Outlook

Quite frankly, some of the better remunerated officers under authorities which have adopted some principle in dealing with service questions are apprehensive that, if National and Provincial Councils prescribe pay and conditions, they may do so on the basis of the smaller authorities and their staffs. This has not proved to be the case in Lancashire and Cheshire, where many authorities have improved their rates of pay up to the Provincial Whitley Council standard, and those with better rates have respected the proviso that no officer shall be prejudicially affected. A service outlook will show the responsibility of the better-paid officers to assist in improving the conditions of their less-fortunate brethren. It should be pointed out that decisions can only be reached if supported by a majority of each side. This alone is an ample safeguard, but it would be unworthy if the uplift of the less fortunate was neglected through selfish considerations.

A Constructive Policy

The National Executive Council has worked consistently for Whitley Councils. In its evidence to the Royal Commission on Local Government, it stated :

"Further, the skilled professional and technical officer and the administrator should have adequate scales of pay according to his responsibilities. A scheme of Whitley Councils throughout the service would be a great advantage."

In the evidence submitted to the Departmental Committee on the qualifications, recruitment, training, and promotion of local government officers, the Association stated :

"We are also of the opinion that the best way to secure workable salary scales is to set up in the remaining parts of the country, Provincial 'Whitley' Councils, similar to those established for the London area, the counties of Lancashire and Cheshire and for the West Riding of Yorkshire . . .

"That the most satisfactory way to put the Minister's recommendation as to salary scales into effect is through Provincial Whitley Councils for the professional, technical, administrative and clerical service of local authorities, and that immediate steps be taken to set up such Councils to cover the rest of England and Wales not covered by the following Provincial Councils: (a) London, (b) Lancashire and Cheshire, and (c) West Riding of Yorkshire."

In the letter submitted to the local Government Economy Committees on October 4, 1932, the policy of Whitleyism was advocated in the following terms :

"It has always been a cause for complaint amongst local government officers that there does not exist any machinery for adjusting salaries on a national 'fair wages basis'. . . With this long-standing grievance manifest it would be disastrous if any general review of local government officers' salaries were dealt with in any manner other than by a body or bodies embracing the principles of Whitleyism."

TO CONTRIBUTORS

Contributors and Branch Secretaries are reminded that the publication date for "Local Government Service" is the first day of the month. Items of branch news which are of general interest are always welcome, but to ensure publication must be received by the Editor not later than the 18th day of the preceding month.

Letters should be addressed to :—

The Editor,
"Local Government Service,"
3-4 Clement's Inn,
Strand, W.C.2.

The Future

It would be easy to arrange a National Whitley Council with separate sections for the different types of authorities; i.e., one for county councils and their staffs to concentrate on their particular problems, and so on with the other types. Provincial Councils might proceed on a similar basis. In dealing with salaries, it is not essential to have a single scale. The draft scales of the Association, now circulating to the district committees for their observations, contain five scales, designed to be appropriate to the different conditions in various parts of the country. Many problems, presenting far greater difficulties, have been overcome.

Machinery of Conciliation

It is necessary to repeat that until the officers as a whole assist in establishing the machinery of conciliation by embarking upon an active propaganda campaign with their local authorities and individual councillors, it is unlikely that one essential party, the employing authority, will be interested in the extension of Whitley machinery for the solution of the problems that arise.

The Association is working hard for Whitleyism. It now appeals for unanimity amongst its members to carry out an intensive campaign in favour of Whitleyism, in order that there may, in the future, be a better regulation of service questions than has obtained in the past. Great

work has been done by the Association in negotiating with the 1,845 local authorities in England and Wales and with Scottish authorities, but it is obvious that the recompense locally for the execution of a national service will be unequal and inequitable unless there is combination among the authorities, which is dependent upon the initiative of the staffs.

It will be a deep reproach to local government officers if, in the near future, they are unable to secure this, when, as has been shown, the vital conditions of practically all other public servants are regulated by definite principles, defined after they have participated in preliminary discussion and final decision.

Intensified Propaganda

At the October meeting of the Service Conditions and Organisation Committee, a deputation from the Standing Conference of Joint Councils was received, when an appeal was made for assistance by the Association in fostering in every locality an outlook favourable to Whitley bodies. The representatives of the deputation who were councillors, entertained the notion that the Association had not done everything in its power to foster this spirit. Such charge, if it can lie, must weigh against the districts and branches and it is hoped that they will not wait for the lead which will shortly be given to them by the National Executive Council on the recommendation of a special sub-committee appointed to intensify propaganda, but will at once take every possible step to interest their councils and to get them to move in conjunction with other authorities in the vicinity. The Provincial Council areas originally outlined were as follows: Northumberland and Durham; North Western; Yorkshire, West Riding; Yorkshire, North and East Ridings; Lancashire and Cheshire; East Midland; West Midland; Eastern; London District (County of London); Northern Home Counties; Southern Home Counties; South Midland; Western; South Western; North Wales; South Wales.

Extra-Metropolitan Area

This grouping is not rigid; it can be amended to meet the wishes of the parties concerned and the question of forming a Provincial Council for the extra-Metropolitan (outer ring) area is receiving consideration by the special sub-committee.

Many of the members of local authorities sit on one side or other of joint councils, either in the public service, or in connection with the trade or industry with which they are connected, and it should not be too difficult to get them to recognise that the acceptance and operation of similar joint bodies for local government officers cannot fail to be advantageous to the local authorities, community and staffs alike.

Information on the extent to which Whitley principles are applied in industry will be given in a future article.

BRIDGE FORUM

THE GROWTH OF CONTRACT

BY NEVILLE HOBSON

If any doubt exists as to the extent to which Contract is spreading throughout the country, one has only to reflect upon the number of copies of the new Laws which have been sold since November 1, on which date the new International Laws were promulgated. This development of the more modern form of Bridge was confirmed by the postcards which readers of this column were kind enough to send to me last month, the great majority of which indicated the steady but significant advance of Contract, which has clearly come to stay.

Principal Differences

The main differences between Auction and Contract can be briefly stated as follows:—

(a) Only tricks actually bid and made can be scored below the line in Contract. All extra tricks are scored in the Honours column. [This fundamental variation was more fully considered in the last issue.]

(b) The trick values are approximately three times as high as in Auction, and the penalties are heavier if doubled, particularly if one game has been made.

(c) The winning of a game by either side creates what is termed Vulnerability, which was also dealt with last month.

(d) The special premiums for slams can only be scored if they are bid and made.

With no game scored, the premium for a small slam is 500, for a grand slam 1,500; but if a game has previously been made, these premiums are increased to 750 and 2,250 respectively.

(e) The only honours score are 4 or 5 in one hand; four secures 100 points, five 150 points; four aces in one hand also score 150 points.

New Laws Prescribed

Before entering upon a review of the main principles of bidding at Contract, it may be advisable to indicate the most important changes in the laws which have recently been prescribed. These are, briefly, as follows:—

(1) When cutting, the cards rank as in Auction, and not as in the old Contract law—the ace, however, being high and not low. The player who draws the highest card has precedence.

(2) Touching a card in dummy for the purpose of play takes the place of quitting, as in the previous laws.

(3) The bonus for making a contract when doubled has been abolished.

(4) Instead of the "No Trump" trick values being 35 each, the first counts 30, the second 40, the third 30, the fourth 40, and so on.

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BRIGHTON.—"Arundel," 41 Norfolk Square. Homely little Boarding House. Bright,

(5) The under trick penalties have been modified.

(6) The bonuses for slams have been increased, as noted in (d) above.

(7) The penalty for a revoke has been considerably modified, as the two tricks cannot be taken from those actually scored by the offending side before the revoke was committed.

If, therefore a player calls "Three No Trumps" and makes nine tricks, but revokes on the tenth, the game he has won cannot be annulled—the two penalty tricks being taken from any tricks which he may subsequently win.

Complexity of Contract

Considerable reference has been made by various writers in the past to the complication of Contract as compared with Auction, and the time is opportune for a note of encouragement to be sounded to those who are still trembling on the brink.

clean, comfortable. Good cooking. Highly recommended. Close to sea, shopping centre, bus routes.—Miss Morris.

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Admittedly, the new form of Bridge is more involved, but a great many of the principles, which are advisedly learned in the early stages, consist of methods of correct valuation of the strength of the hands, and little time elapses before the feeling of complexity disappears. To take an instance of this: It is generally agreed that an initial bid in Contract should not be made unless holding 2½ Honour Tricks (which are sometimes termed Quick Tricks). If one substituted for this the statement that such a bid should not be made unless holding the equivalent of two aces and one king, this appears both simple and sensible, and yet the reference to Honour Tricks amounts to little more than this.

Auction Bridge enthusiasts should, therefore, procure some simple and inexpensive textbook on Contract, study the general laws and method of scoring, and then try it out and learn in the realm of actual experience.

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It would be interesting to see Heath Robinson's idea of how 425 East India goats are caught, and of the various processes through which the skins are passed before reaching the pockets of members in the form of morocco covered N.A.L.G.O. Diaries. This number of skins is required for the 10,000 diaries ordered each year, and an examination of the 1933 issue will show that the quality remains exceptionally high. Each Diary passes through about 50 hands during manufacture, under ideal conditions, at the London factory of Messrs. T. J. & J. Smith, Ltd., the makers of the well-

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The cost of production of the diary can be roughly summarised as follows:—

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Each phase of manufacture has its interest, but the process of gold-blocking has a particular fascination. Sheets of 22 ct. gold measuring 4 in. by 2½ in. and one-twohundredthousandth part of an inch thick are used. 5,300 of them are needed for the Association's diaries. A sheet cannot be handled as melting immediately commences. Downstairs the men gild the edges.

The finished article is a credit to the makers and the Association, and is good value for 1s. 6d. Diaries can be obtained from the Branch Secretaries or from Headquarters.

CONVERSION LOAN

Any member who has not converted his War Loan holding and is now anxious to find a safe and profitable investment should bear in mind that the Nalgo Building Society is prepared to accept investments of any amount. The rate of interest on shares is 4 per cent., tax free, which shows a true yield of £5 6s. 8d. per cent. The Society will also accept deposits at 3½ per cent., tax free. Application forms can be obtained from the Branch or direct from Headquarters.

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(Continued from page 627)

consideration of their committees and council. As a body they are not highly paid, many of the salaries not being proportionate to the responsibility involved, whilst some are in receipt of pensions, not so in all cases. They work long hours, often having to attend committees late in the evening. As the public would have the best men available, they must be prepared to pay adequate salaries; if they do not do so, the best men will inevitably go into competitive industry, where the rewards are greater than in municipal service.

Public attention is beginning to be directed to the establishment of a municipal civil service, similar to that which has been built up during the last eighty years in the Government service. When this has been formed, the salaries of the municipal servants may be more adequate, and graded more in accordance with responsibility than is often the case at present."

Memorandum to Economy Committee

From all quarters resolutions of inches Executive Committees and personal letters from branch officers have been received expressing high appreciation of the letter addressed to the Local Government Economy Committee. At a meeting of the Management Committee of one branch which recorded appreciation "of the splendid piece of work done on behalf of all local government officers throughout the country by compilation and submission of the evidence to the Economy Committee," opinion was expressed that "never before N.A.L.G.O. done a better piece of work for its members. Our sincere congratulations to those concerned."

Salary Deductions

In addition to the information which appeared in the July and subsequent issues, the following further information regard to salary deductions has been received:

Deductions Continued: Cambridge,rough, Huddersfield, Irwell, Leigh, Preston, East and West Riding, Salop, Shropshire (Education Staff).

Modification of Scale of Deduction: Swadlincote.

Termination of Deductions: Northwich, Paignton (half from October 1, 1932, and rest from April 1, 1933).

No Deductions: Bedwas and Machen.

Adopted Scale of Deductions: Hammersmith.

CHRISTMAS GIFTS

The spirit of the season of goodwill is admirably illustrated by our advertisers, Messrs. Morton's, in their Christmas advertisement in this issue, for in inviting readers to select Christmas Gifts from their Catalogue, they also provide one for the reader in the shape of a box of chocolates or a leather wallet filled with cigarettes with any order that amounts to 10s. or more. The Morton Christmas Book contains a mighty range of merchandise—covering practically every field of thought, so appropriate selection is easy. What is more, any item will be supplied on approval, and convenient terms arranged. Send to Messrs. Morton's, Desk M.O., Highbury Place, London, N.5, for a copy of their Christmas Book.

STAFF REMUNERATION

The Leeds Branch has prepared a very handy eight-page leaflet with a grey cover bearing the title "Remuneration of Municipal Officers." It is of pocket size and should find its way into the pockets of and be read by the members of the City Council, of the Chambers of Commerce and Trade, the local Property Owners' Association and the local branch of the Federation of British Industries, to whom it is being circulated.

This memorandum has been prepared by the direction of the Executive Committee of the branch as a "statement of the principles which, in the opinion of the committee, should be observed in any attempt to arrive at a statesman-like solution of the problem of staff remuneration."

In Leeds, in particular, a memorandum of this kind was very necessary, as during the past few years "agreements" on salaries have not been carried out, but in contravention thereof there have been successive suspensions of increments which have multiplied anomalies, and the younger members of the staff have suffered cuts ranging from 20 to 40 per cent. or even more.

Reference is made to the better regulation of pay and conditions which apply in Civil Service, teaching profession, in the banking and insurance worlds and elsewhere. The well-known principles of N.A.L.G.O. are advanced, including an educational standard for entrance to the service and an adequate commencing salary with increments, which will ensure a living wage at twenty-one and graduated progression beyond that stage to a reasonable wage at a reasonable marrying age. These and other service questions are treated in relation to the Leeds situation in an endeavour to present constructive proposals for local consideration.

The branch secretary, Mr. Wildgoose, Education Department, Calverley Street, Leeds, will be glad to supply a copy to any branch secretary on application accompanied by a stamped addressed envelope. If extra copies are desired they should enclose 1d. per copy plus postage.

SOLUTIONS

CROSS-WORD PUZZLE No. 22

Across.—1. Prehistoric. 8. Cry (pack of hounds). 9. Ear (nest). 10. Nascent. 12. Ameer. 13. Grace. 14. Tea. 16. Statue. 17. Pedals. 18. Nee. 20. Sting (o.). 22. Acute. 23. Enlarge. 24. Ida (aid). 26. Tom. 27. Elimination.

Down.—1. Pry. 2. Shear. 3. Psyche. 4. Going. 5. Tie. 6. Promptitude. 7. Calculation. 10. (Father) Neptune. 11. Traduce (use cat). 14. Ten (ace). 17. Ape. 19. Elaine. 21. Gnome. 22. Agate. 25. Alp (pal). 26. Tom (mentor).

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"By TOUCHE"

May I have the privilege of introducing to you His Worship the Mayor of the ancient Borough of Yestingham?

His Worship the Mayor of Yestingham—The readers of LOCAL GOVERNMENT SERVICE.

The Readers of LOCAL GOVERNMENT SERVICE—His Worship the Mayor of Yestingham.

LADIES AND GENTLEMEN.—I am indebted to my friend Touché for the privilege of addressing a few words to you on the magnificent example set by the Lord Mayor and Council of the City of Nottingham in deciding that the paid servants or officials of that noble city shall be compelled to reside within its boundaries.

As I have informed the Lord Mayor, I applaud his decision and fully endorse his action, my only regret being that he has not yet had the courage to carry it to its logical conclusion.

Borough Rate Collector, they escape the burden of helping towards the cost of the machine which they are employed to run. Could meanness go farther?

And not only that, ladies and gentlemen, but whilst the ratepayers in the borough earn their living and their contributions to the rates, by carrying on their trades within the borough, these misguided people not only fail to pay into the common fund but, residing beyond the limits of the area they help to support another group of tradesmen who also escape the burden of those residing within the borough, who are left unaided to maintain their servants. They remind me of the Biblical character who fled from the forefront of the battle—I forget his name, but I am quite certain he will be well known to all of you.

* * *

Now, I ask you, is it logical, is it common sense, that persons maintained out of the rates should be allowed to escape making a proper contribution thereto? What did you say? I admit, of course, that their wages are their own money and that when it is paid to them they have some right of decision how and where it shall be spent. I believe in liberty. I believe in the liberty of the subject. I believe, in fact, in freedom of action.

But, ladies and gentlemen, there is such a thing as liberty degenerating into licence, and I ask you whether there is not something fundamentally wrong in men and women extracting from the pockets of ratepayers their hard-earned savings, and then deliberately refraining from assisting the very people who are maintaining them? It is wrong; in fact, I will go farther and say it is immoral.

* * *

So far as the ancient Borough of Yestingham is concerned, I am determined to put an end to this sort of wrong, and I am going farther, in fact, I am going to be logical. I am going to insist that not only shall servants reside within the area which maintains them, but I am going to see that as far as possible they shall spend their money in that area. If you think this matter out, you will see that it is perfectly sound to require that the public servant shall, as far as is practicable spend his money with those tradesmen in his own area who have contributed towards his upkeep. This is sound, because the more money he pays to them the more able they will be to pay rates to maintain him.

For some time past I have been making notes of the scandalous instances which have come to my notice, instances in

which officials have shewn an entire disregard of the interests of the borough in this direction.

As a grocer myself, I shall not touch on those cases well known to me where (apart from those who trade with the Co-operative Society) members of our staff have actually been known to get their supplies from people outside our boundary. You may find it difficult to believe, but the Corporation staff football team purchased football boots from a London firm, whilst our swimming club actually arranged for the annual competitions to be held jointly in the baths provided by the adjoining city.

You have little idea of the money which goes out of this borough of ours. Our Borough Surveyor, for whom I have a high personal regard, was recently presented with a little daughter. Would you believe that that child was brought into the world by a specialist fetched from —, whilst it is well known that we have two specialists in this town who are in the first rank with all the advantages of years. I do not wish to be personal, neither do I wish to be unkind, but it is a notorious fact that when our respected Town Clerk decided to re-furnish part of his house, his wife went to London and bought the whole lot there.

* * *

I could say a good deal more, but I have said sufficient to indicate that the principle so wisely laid down by the Nottingham Council must be carried farther.

I have what approaches affection for the public servants of our town, and I feel that when they realise where their duty lies, that duty will, as usual, be done without hesitation and without delay.

Ladies and gentlemen, I thank you!

SOLUTIONS

SOLUTION TO PROBLEM NO. 22

1. P—Kt8 (B), K—B3. 2. P—K8 (R), K—Kt3. 3. R—K6 mate. If 1 . . . K—Q2; 2. P—K8 (Q) etc. If 1 . . . K—Q5; 2. P—K8 (Kt), etc.

Comment. A clever and highly interesting "task" Problem, viz., pawn promotion to Q, R, B and Kt in succession.

SOLUTION TO PROBLEM NO. 22a

1. B—R2; Q x R. 2. Q—R5 mate. If 1 . . . Kt—B5; 2. Q x Kt mate. If 1 . . . P—K6; 2. Q x QP mate. If 1 . . . P—K6; 2. Q—KB2 mate.

Comment. A plain block Problem in which the interest is chiefly found in the unpinning moves.

SOLUTION TO END GAME NO. 23

1. B—B3 ch	K—R3
2. P—Kt4	K—R2
3. P—Kt5	K—Rsq.
4. B—K4	B—R2
5. B x B.					

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BRANCH AND DISTRICT NEWS

Batley Branch Report

The annual report of the Batley Branch is a model. The branch welcomes the publicity scheme which is being carried out by the National Executive Council in the interests of the members. Membership now stands at 71. A very complete resume of the various activities of the Association is given and there can be no excuse for any member in Batley saying, "What is N.A.L.G.O. doing for me?"

Bolton Social Function

A successful dance was held at the Palais-de-Danse, Bolton, on November 4, a large company including the Mayor and Mayoress (Councillor and Mrs. George Sykes) and the Deputy Mayor and Mayoress (Alderman and Mrs. H. Warburton). It is anticipated that a substantial sum will accrue to the B. & O. Fund. On the result of this effort, Miss Mabel Mann (socials secretary) is to be congratulated.

Boston Annual Meeting

The annual meeting of the Boston Branch was held on November 14. The accounts showed a balance in hand of £16 and an increased membership gives rise to much satisfaction.

Mr. E. J. Case, the Borough Accountant, was unanimously re-elected chairman, and Messrs. Adamson and Carter were elected secretary and treasurer. A sub-committee was elected to arrange for inter-branch visits and to draw up a winter programme.

Bristol Deputy Clerk

At a meeting of the Bristol City Council, Mr. Geoffrey Knowles, Solicitor and Clerk to the Weston-super-Mare Urban District Council, was appointed Deputy Town Clerk to the Bristol Corporation. Mr. Knowles has already served the Bristol City Council, first as Prosecuting Solicitor and afterwards as Deputy Town Clerk. He now returns to take up his former duties and will be warmly welcomed by the staff in all departments.

Cannock Annual Dinner

The branch held its second annual dinner and dance in the Drill Hall, Walsall, on November 4, Mr. G. A. Stone, chairman of the West Midland District Committee, being the guest of the evening.

Mr. R. Blanchard, Engineer and Surveyor, proposed the toast of "N.A.L.G.O." and emphasised the important work the Benevolent and Orphan Fund was doing. In responding, Mr. Stone said that the Association was frequently criticised, and such criticisms were welcomed, particularly if they were based on information drawn from inside the service, but outside criticisms were rarely levelled with any real knowledge of facts regarding the actual workings of the local government service.

Coventry Dance

A dance was held by the branch in the Masonic Hall, Coventry, on November 4. There were about 100 present, including the Lady Mayoress, Mr. Frederick Smith, the Town Clerk, and Mrs. Smith, and other heads of departments. A very enjoyable evening was spent by the company.

Dudley President Resigns

The annual general meeting of the Dudley Branch was held in the Municipal Buildings, Dudley, on November 11, when Mr. Geo. C. V. Cant, Town Clerk, tendered his resignation as president. The best thanks of the branch were accorded Mr. Cant for his valuable services in the past. Mr. B. S. Wood was elected hon. secretary and Mr. R. A. James was elected sectional secretary of the branch for the ensuing year. Much appreciation was shown to Mr. James, past hon. secretary, for the able and enthusiastic manner in which he carried out his duties.

General Secretary at Gravesend

Over a hundred members and guests attended the second annual branch dinner, held during October—Mr. G. W. T. Coles, chairman of the branch, the Mayor, Councillor Aldridge, and the Mayoress, Mr. I. J. Albery, M.P. (Gravesend), and Mrs. Albery, Councillor G. R. Croft, chairman of the Finance Committee, and Mrs. Croft, the Town Clerk, Mr. H. H. Brown, B.A., and Mrs. Brown and Mr. L. Hill, general secretary of N.A.L.G.O.

The loyal toast honoured, the Chairman proposed the "Mayor and Corporation," emphasising the importance of co-operation between Councils and officers.

The Mayor, responding, said he was anxious to see the adoption of the Superannuation Act, and promised his full support should this question be brought before the Council. Councillor Croft also responded. Councillor McKenzie proposed "The National Association," and Mr. Hill, responding, said that any Government which claimed to have in mind the welfare of the nation must think twice before it attacked the national institution of local government and all that it meant to the people. The local government officer had a specialist's work to perform, and it would not be economy but a national disaster if further action were taken which might impair the devotion to duty of one of the most important sections of the nation's public servants.

Holborn Announcement

Holborn Branch is holding a dance in aid of the B. & O. Fund at the Holborn Assembly Rooms, Broad Street, Holborn (opposite Princes Theatre), on Friday, December 30, 1932, 7.30 to midnight. Tickets 2s. each. Further information from Branch Secretary, C. F. Williamson, Town Hall, High Holborn, W.C.I.

Leigh (Lancs.)

The annual meeting of the Leigh (Lancs.) Branch, held on November 17, elected the following officers: president, Dr. J. Clay Beckitt; hon. treasurer, Mr. J. Sargent; hon. secretary, Mr. D. Stanley Prescott; sports and social secretary, Mr. J. T. Aldred.

Malvern Branch : Annual Dinner

The annual dinner of the Malvern Branch, held in the Winter Gardens, was notable this year for presentations to Mr. N. Hillyard (president of the branch), and two other officials on their retirement under the Superannuation Scheme. Mr. Hillyard had been president of the branch since its formation, and had done yeoman service for N.A.L.G.O. and his colleagues. Tributes were paid to him in this connection and to his distinguished service to the authority over many years.

In proposing the toast, "N.A.L.G.O.", which was responded to by Mr. J. E. N. Davis, divisional organising secretary, Mr. F. Edwards, Clerk and Solicitor to the Council, said he had

been a member for over twenty years and was proud of his association with the organisation and its activities.

Middlesbrough Function

The annual dinner of the Middlesbrough Branch was held on Friday, November 4, presided over by Mr. C. F. Blincoe, the president. There were present Mr. Councillor Wesley Brown, Mayor-elect; Alderman Poole, Mr. Preston Kitchen, Town Clerk, Mr. Fox, Deputy Town Clerk, Mr. Stanley Moffett, Director of Education, and a large number of guests. Councillor Brown proposed the toast of "N.A.L.G.O.", which was responded to by the D.O.S.

It is pleasing to note from the annual report of the Middlesbrough Branch that 65 new members have joined the Association during the year. The present membership numbers approximately 360.

Monyhull Colony, Birmingham

Another whist drive and dance in aid of the B. & O. Fund was held in the Assembly Hall of the Colony on November 12, about 235 being present. The prizes, which were given by the staff, were presented by Mrs. McCutcheon, wife of the Medical Superintendent. Mr. W. Williams acted as M.C. It is hoped that as a result a substantial sum will be available for the B. & O. Fund.

New Branches

Two new branches of the Association have been formed within the last month in the Yorkshire area—Wetherby, comprising the officers of the Wetherby Rural District Council, and Wombwell, consisting of the Urban District Council staff. There will be a commencing membership of approximately 9 at Wetherby and 25 at Wombwell. The honorary secretary of the Wetherby Branch is Miss N. Allan, and the chairman Mr. Harold Smith, Clerk to the Council. Mr. Ivor Jones has been elected honorary secretary of the Wombwell Branch.

We are pleased to record that a Brownhills section of the Cannock and District Branch has now been formed, eleven officials of the Urban District having been accepted to membership.

Rotherham R.D.C. Branch

At a meeting of the Rotherham R.D.C. Branch, held on Friday, November 11, Mr. J. W. Roddis presiding, Mr. J. W. Butcher, retired Water Inspector, was presented with an easy chair. Mr. Butcher was a member of N.A.L.G.O. for eleven years. In the unavoidable absence of Mr. J. H. Pickford, Clerk to the Council, Mr. J. Tuke, honorary secretary of the branch, made the presentation. The D.O.S. also spoke.

Settle Membership

The President and the D.O.S. attended the annual meeting of the Settle Branch, held on November 9. The branch has 100 per cent. membership. Mr. T. E. Pearson, Clerk to the R.D.C., presided, and Councillor Mattinson, Deputy Chairman, was also present.

A successful whist drive in aid of the B. & O. Fund was held on November 9. Prizes were presented by Mrs. Pearson, wife of the president, and the duties of M.C. were ably carried out by Mr. Tomlinson.

B. & O. at South Shields

A most successful function promoted by the South Shields Branch was the concert in the Palladium Theatre on Sunday evening, November 6, the object being to assist the Benevolent and Orphan Fund. The Palladium is of recent erection—one of the most "up-to-date" theatres in the district—and the branch is most appreciative of the manner in which the proprietors so readily granted its use. The seating capacity was taxed to its utmost, and the

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BRANCH AND DISTRICT NEWS

nce fully appreciated the various items. Mayor, Colonel E. Chapman, C.M.G., O., M.P., the Mayoress, Mrs. Chapman, the Mayor and Mayoress elect, Councillor Mrs. Linney, were present, accompanied many members of the Council. As a result 3. & O. Fund will benefit to the extent of £20.

W-Western District

The quarterly meeting of the S.-W. District Committee at Weston-super-Mare a general session took place as regards economy issues and their effect upon salaries. In or two cases the economy cuts would mate at the end of the year and it was rted that Exeter City Council had agreed educe the Scale of Deductions put into ation last year.

A special sub-committee was appointed to der the decision of the N.E.C. with regard te resolution adopted at the Weston-super-e conference as to expenses of branches ring large rural areas.

It was reported that a new branch has been ested at Teignmouth and good propaganda was being undertaken by the North Devon South-East Devon Branches.

set Officers

The Thanet Sub-branch of the Kent County ers' Guild held a meeting at the Thanet tution, Minster, near Ramsgate, on Octo-28. At the conclusion of the business, a e was held in the nurses' recreation room. tations by Sister O'Connor, songs by tly-Supt. Nurse Whittington, and solos the mouth organ by Mr. W. Brown, male, were thoroughly appreciated. It is d that this is a forerunner of many such ings to be held this winter. The sub- ch, but recently formed, has now a mem- ship of thirty-five.

Sident at Wallasey

Wallasey Branch was privileged in a two-fold mer on the occasion of the fifteenth annual ting held on November 8. For the first the President of the Association was a sor, and for the first time the Branch held its al meeting in the Council Chamber— of which privileges were highly appreci- . The attendance constituted a record the meeting lacked nothing in interest from point of view of discussion.

Mr. L. St. Geo. Wilkinson, Borough Engineer and Surveyor, branch president, was in the er, and introduced Mr. Marsden, who essed the meeting on the work of the C. and mentioned some of the difficulties associated with it, the question of a national scale of salaries. Mr. Marsden's address raced many other activities of the National Executive Council as well as those of the ciation itself, and he was warmly thanked. the report of the secretary (Mr. T. D. nren) was an interesting and comprehensive the key note of which was progress all and. The statement of the treasurer (Mr. C. Kelly) showed the Branch's finances to be roughly sound. Mr. Wm. Wilson (Chief iarian) was elected president, the other tive officers being re-elected.

Bromwich Presentation

At the conclusion of his period of service as torary consultant Director of Education, Mr. nut Lewis entertained the members of the nistrative staff to tea in the Education ce, when a presentation was made on half of the staff and the local branch of L.G.O.

Mr. Harrison and Mr. Beardmore, chief ss of the Higher and Elementary Depar- tments respectively, and Mr. Anstis and Mr. esy, on behalf of the Juvenile Employment cau and Attendance Officers respectively,

expressed their appreciation of the services rendered by Mr. Lewis in the cause of education in West Bromwich during the last thirteen years. Particular reference was made to the sympathetic and considerate manner in which Mr. Lewis had invariably dealt with all matters affecting the welfare of his staff, and especially the help and assistance always willingly given in matters of a legal and educational character.

Mr. Lewis expressed his appreciation of the loyalty and devotion of the staff which had been so much in evidence during the last few years.

President's Night

The President's Night was held under the auspices of the West Bromwich Branch at the Carnegie Library on November 7. A large company, which included the Mayor and many members of the Council, thoroughly enjoyed dancing and entertainment until a late hour. The president (Mr. W. E. Vesey, Borough Treasurer) and Mrs. Vesey received the guests. The hon. secretary, Mr. C. R. Hares, acted as M.C.

Woolwich and Unemployed

A special meeting of the Woolwich Borough Council recommended the Borough Council to consider schemes of work for the relief of unemployment and when the matter was under discussion by the Council, the Mayor thanked every member of the Council for the support they had given him and also the officers for what they had done in connection with the schemes. "Not only had they attended committee meetings, but they had put a 'big push' into their work to get the schemes perfect in detail and make arrangements with regard to finance."

Councillor W. Barefoot, J.P., the leader of the Opposition, intimated that the work of the Mayor in connection with these schemes was greatly appreciated, and stated that the officers had worked splendidly to achieve that result.

SERVICE CONDITIONS.

The Swadlincote Council, after interview with the D.O.S. regarding deductions, decided to exclude the lower paid Officers in future and to halve the cuts in the case of the other Officers. The amended scheme was approved by the Council.

A deputation, which included the D.O.S., waited upon the Salaries and Wages Committee at West Bromwich, when the Committee accepted in principle a proposed improvement in the salaries scale for junior officers and the payment of additional increments for approved examinations.

Compensation allowances have been obtained from the Flint County Council for three women members for loss of office owing to the closing of an Institution, and also refund of superannuation contributions.

Negotiations with the Wigan Corporation for increases in wages of several employees at Billinge Hospital have been brought to a successful conclusion.

A member of the Durham County Officers' Branch in April last lost his life owing to the motor-car in which he was riding, whilst engaged on County Council business, colliding with an omnibus. The Association immediately placed a solicitor at the disposal of the widow, and he has been negotiating with the Insurance Companies since the accident, and it is pleasing to report that the claim has now been settled in a way highly satisfactory to the widow.

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GENERAL SECRETARY'S STIRRING CALL

THE third annual report and statement of accounts was laid before a well-attended meeting of the London County Council Branch held at the Memorial Hall, Farringdon Street, E.C.4, on Friday, November 18.

The year has, the report states, been one of extreme difficulty, the Association as a whole being faced with the vital problem of protecting salaries and wages from unwarrantable cuts on the grounds of national emergency. In many instances representations made by the Association throughout the country had met with a considerable measure of success.

Remuneration Standard

The position under the London County Council had not, unfortunately, been so satisfactory, despite the efforts of the Negotiating Committee representing all organisations acting on behalf of the Transferred Officers. Although cuts have been imposed on a basis which was pre-determined by the action of another organisation, the Executive Committee were satisfied that every effort was made on behalf of the members, and there was reason to believe that when the time arrived for the cuts to be restored, the branch will be in a much stronger position and, therefore, better able to resist any attempt to retain the reduced standard of remuneration on permanent basis.

The branch membership made a satisfactory increase throughout the year, but it was essential that the Transferred Officers in the service of the Council should realise that their strength lies, in the future, in placing their whole confidence in membership of one organisation—by membership of N.A.L.G.O. alone. The Executive Committee believe that this object could be achieved during the ensuing year by the wholehearted co-operation of the existing membership.

Branch Organisation

The National Executive Council decided in January last to appoint a Divisional Organising Secretary on Headquarters' staff to cope with the ever-increasing demands being made on the honorary organisation of the branch, and on March 1, 1932, Mr. Thos. M. Kershaw commenced his duties on N.A.L.G.O. Headquarters' staff, being appointed branch secretary.

The total contributions from the branch to the Benevolent and Orphan Fund during the year amount to £26 9s. 2d., making an aggregate of £192 18s. 2d. since the formation. The Executive Committee feel that it should be possible for the members to take a larger share in assisting this most worthy object.

In most of the areas and sections of the branch, local committees have been continuing their work with considerable success. These committees form a most useful link between the membership and the Executive Committee, and during the ensuing year it is hoped that every effort will be made for regular monthly meetings to be held.

The Executive Committee have been actively engaged during the year on a number of vital questions affecting salaries and conditions of service of various classes of officers.

During the past few months the committee have devoted considerable time and thought to the perfecting of the branch machinery, and in membership the branch is on the threshold of an accession to strength which will enable it to take a leading part, not only in local negotiations on behalf of officers in the transferred services, but also in the administration of the higher spheres of the Association's work.

The General Secretary's Address

Mr. L. Hill, the General Secretary, who was present, said it was futile to deny that the work of local government officers had a definite national importance.

Speaking of the widespread economy complex, Mr. Hill said they would have seen the report in the Press under which certain members of a political party recommended that the social

services of the country should be drastically cut down. Was there ever a memorandum so entirely devoid of imagination, so lacking in true conception of the national value of administrative services? This report would be followed by the publication of the "official" Economy report suggesting the saving of a very different figure; a figure which, but for the fact that the mind of the man in the street was warped by the public Press, would look perfectly ridiculous.

Those who were engaged in local government, and with a knowledge of its history, had to recognise that all through the ages local government administration had been a transposition, in the first instance from a system of corrective legislation to a system of encouragement and help, and, Mr. Hill added, he believed that if the Government would only trust the ministerial departments closely connected with local administration to find a proper balance, they would get both efficiency and economy. What if it were perhaps by a slower process than the reports by economy committees, generally out of touch with administration suggested?

Efficiency First

"I suggest to you that it is up to every one of us in the municipal service to make what contribution we can to the efficiency of the service and to the dissemination of the knowledge that our work is unrelated to any outside occupation and that it has a tremendous value for national good."

Remember, he added, it is not sufficient for us merely to negotiate salary scales and service conditions with individual local authorities, it was indeed a greater work—a work which called for a serious contribution to the readjustment of national services. They could derive comfort from the fact that uphill fight though N.A.L.G.O. had had, they had secured official recognition which placed them in a position to make a very useful contribution towards that work of national reconstruction. Providing that they put in the forefront of their objectives personal pride in their work and efficiency, they could afford to deny the right which seemed to be claimed by those in the local government service who were outside their organisation that they had a superiority complex and a separate value.

N.A.L.G.O. IN SCOTLAND

WHAT most of our officials in Scotland would like to discover from these notes is the terms of the Scottish Economy Committee's Report. Unfortunately, however, we are not yet in a position to enlighten them. The Report was in the hands of the Chancellor of the Exchequer by November 9, but this fact was the only information vouchsafed to us. The Executive is alive to the situation, and our members can rest assured that nothing will be left undone to protect their interests.

Legal Actions

The case of Mr. C. B. Ramsay against the County Council of Ayr in which the Association is interested was before Lord Mackay on October 19 for the adjustment of the Record. Mr. Graham Robertson, K.C., and Mr. Clyde appeared for Mr. Ramsay, and Mr. T. M. Cooper, K.C., and Mr. Murray for the County Council. Mr. Ramsay's case, which is of considerable interest to Local Government officers, concerns a claim for compensation for loss of office. The County Council had decided on May 15, 1930, to grant him compensation on the most favourable terms, but the County Council plead that their decision on that date was *ultra vires*, as the new County Council did not come into being until 12 o'clock midnight on that day. It was argued for Mr. Ramsay that if the decision on the 15th was *ultra vires*, the confirmation of the minute of the 15th, which was made on May 27, put the matter in order. Several interesting points arose in the course of the hearing, at which the D.O.S. was present, and at the close of the debate Lord Mackay adjourned the proceedings in order that additions might be made to the Record and that the minutes of the County Council might be lodged in the Courts.

Another action which stands adjourned is that against the County of Lanark with regard to the cuts made on transferred officers. It seems likely that we shall be forced to raise an action to decide the question of the right of an officer awarded compensation under the Rating Act of 1926, and now appointed to a new post to receive payment. We are asking one of the Border Counties to join with us in submitting a stated case for the opinion of the Court.

Edinburgh Branch

The Executive, at a recent meeting, had before them a suggestion as to pensions for widows. The D.O.S. drew attention to the fact that a Provisional Order to consolidate the existing Local Acts was being promoted by the Corporation, and he thought it might be possible for something to be done by way of getting enabling powers in the Order to provide pensions for widows. He thought it might be done by way of an addition to one of the clauses of the Superannuation Provisions. The Executive remitted the question to a small Committee to act along with the D.O.S. in this matter. At a subsequent meeting the Committee reported that, after making inquiries in influential quarters, it was deemed inadvisable at the moment to proceed with the matter.

The Executive had before it a proposal from an Insurance Company as to Group Insurance, which was remitted to a small Committee along with the D.O.S. for report.

Annual Meetings

These notes are being prepared on November 14. Our members, therefore, will understand why no notes of their meetings appear in this issue. From what we have heard and seen of the annual reports it would appear that most of the branches are maintaining their membership, and several have considerable increases to report. We are not, however, in a position to state the exact figures for the year just ended. One or two branches where propaganda work has recently been done have added considerably to their membership, but most have joined a from November 1, the beginning of the current financial year.

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